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This report provides the results for the 2015 Workplace and Gender Relations Survey of Reserve Component Members (2015WGRR). The overall purpose of the 2015WGRR is to document the extent to which Reserve component members reported experiencing sexual assault in the 12 months prior to filling out the survey, the details surrounding those events, bystander intervention, and the members' perceptions of the effectiveness of sexual assault policies, training, and programs						
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# **2015 Workplace and Gender Relations Survey of Reserve Component Members**

**Overview Report**



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# **2015 WORKPLACE AND GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS**

**Elizabeth P. Van Winkle, Ph.D., Lindsay Rock, Ph.D., & Maia M. Hurley, Ph.D., editors**

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## Executive Summary

Dr. Elizabeth P. Van Winkle and Dr. Lindsay Rock

To address unwanted gender-related issues in the military, each of the Services and DoD has implemented and expanded sexual assault and sexual harassment programs to provide reporting options and survivor care procedures. Continuing evaluation of these programs through cross-component surveys is important to reducing instances of sexual assault and sexual harassment of military members. This report presents findings from the *2015 Workplace and Gender Relations Survey of Reserve Component Members* (*2015 WGRR*), a key source of information for evaluating these programs and for assessing the gender relations environment across the Reserve components, including the National Guard.<sup>1</sup>

### Study Background and Methodology

**Study Background.** The Defense Research, Surveys, and Statistics Center (RSSC), within the Defense Manpower Data Center (DMDC), has been conducting the Congressionally-mandated gender relations surveys of Reserve component members since 2004 as part of a quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481. Past surveys of this population were conducted by DMDC in 2004, 2008, and 2012. At the request of Congress, the RAND Corporation conducted a gender relations survey in 2014 of military members (both the active duty and Reserve components) to provide an independent assessment, and their measures for sexual assault and Military Equal Opportunity (MEO) violations will be used in Workplace and Gender Relations (WGR) surveys hereafter. Based on the new biennial cycle of gender relations surveys mandated by the National Defense Authorization Act (NDAA) Fiscal Year 2013 Section 570, DMDC conducted the gender relations survey of Reserve component members in 2015 (*2015 WGRR*).

The ability to estimate annual prevalence rates is a distinguishing feature of this survey. Results are included for estimated prevalence rates of sexual assault and MEO violations pertaining to sexual harassment and gender discrimination. Historically, to measure sexual assault, DMDC's WGR surveys have used a measure of Unwanted Sexual Contact (USC) on surveys conducted in 2006, 2010, and 2012 of active duty members and 2008 and 2012 of Reserve component members. Although the term "USC" does not appear in the UCMJ, it is used to refer to a range of activities that the UCMJ prohibits, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body. As originally developed, the goal of the USC measure was to act as a proxy for "sexual assault" while balancing the emotional burden to the respondent. The intention of the USC measure was not to provide a crime victimization rate in this regard, but to provide the Department with information about military men and women who indicated experiencing behaviors prohibited by the UCMJ consistent with sexual assault and would qualify the individual to receive Sexual Assault Prevention and Response (SAPR) support services.

<sup>1</sup> This report uses "Reserve component" to include National Guard members.

In 2014, Senate leadership and an independent, Congressionally-mandated panel of DoD and civilian experts requested that the Department update their survey metrics to be more specific with regard to the types of crimes experienced by military members (Report of the Response Systems to Adult Sexual Assault Crimes Panel, 2014). This new measure of sexual assault aligns with the language used in the elements of proof required for sexual assault under Article 120, UCMJ, and meets the requirements of Congress. In 2014, the Department contracted with RAND to conduct a large-scale survey of active duty and Reserve component members on issues of sexual assault. RAND developed this new measure of sexual assault which incorporates UCMJ-prohibited behaviors and consent factors to derive estimated prevalence rates of crimes committed against Service members.<sup>2</sup> While the terms and acts in this sexual assault measure are anatomical and more graphic, RAND had reported the measures provide a reliable estimate of sexual assault. To evaluate the differences between the previous USC metric and the new sexual assault metric, researchers at RAND fielded two versions of the survey: one using the USC question (the *2014 Workplace and Gender Relations Survey*) and one using a newly constructed crime victimization measure aligned with the specific legal definitions of sexual assault and abusive sexual contact as delineated in the UCMJ (*2014 RAND Military Workplace Survey [2014 RMWS]*). Using both measures, and weighting up to the full population for both, they found the estimated rate using the USC question and the estimated rate using a sexual assault crime index were not significantly different. The new sexual assault measure was approved by the Secretary of Defense and the Service Chiefs as the crime victimization measure of sexual assault for DoD and was incorporated on the *2015 WGRR*.<sup>3</sup> Chapter 1 of this report provides additional information on the construction of the sexual assault metric and how follow up questions allow for construction of an estimated crime rate.

In 2014, RAND also developed new measures of sex-based MEO experiences for the *2014 RMWS* that were designed to align with criteria for a DoD-based MEO violation. RAND developed the new measures of MEO violations that incorporate behaviors and follow-up criteria to derive estimated prevalence rates. The new measure provides an estimated prevalence rate of sexual harassment, which includes experiences of a sexually hostile work environment and/or sexual quid pro quo, and gender discrimination. Chapter 1 provides additional information on the construction of these metrics.

**Survey Methodology.** DMDC conducts DoD cross-component surveys that provide leadership with assessments of attitudes, opinions, and experiences of the entire population of interest using standard scientific methods. DMDC's survey methodology meets industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. DMDC

<sup>2</sup> In developing its new sexual assault measure, RAND conducted a pretest of the new measures. The pretest included 24 individuals recruited via convenience sampling, including military Service members. These individuals were diverse with respect to gender, Service/component, and rank. RAND used cognitive interviewing techniques (Sirken et al., 1999) to gauge readability, reliability, and distress of the items. The survey was modified based on results from the pretest. Further information on the pretest can be found in RAND's report (Morral, Gore, & Schell, 2014).

<sup>3</sup> As a new sexual assault measure was used in 2014 and 2015, direct comparisons between survey years prior to 2014 are not possible. Although direct comparisons are not possible, the top-line estimates between the new measure and the old USC measure are statistically similar as found by the RAND Corporation in their 2014 bridge study.

adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR) for all scientifically constructed surveys.<sup>4</sup>

Although DMDC has used industry standard scientific survey methodology for many years, it is important to clarify how scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Appendix E contains frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including DMDC. The survey methodology used on prior WGRR surveys has remained largely consistent across time, which allows for comparisons across survey administrations. In addition, the scientific methods used by DMDC have been validated by independent organizations (e.g., RAND, GAO).<sup>5</sup> The methodology for selecting the *2015 WGRR* sample, based on a stratified random sampling, is the same as in prior years. However, the methodology used for weighting the respondents to the population is different. To maintain comparability, DMDC used the generalized boosted models (GBM) used by RAND for this administration, which adjusts for nonresponse by predicting responses to key survey measures (e.g. sexual assault) on the survey as well as predicting survey response. DMDC, in collaboration with statisticians from Westat, developed estimated GBM models to create the final statistical weights. Additional details about the complex weighting can be found in Chapter 2 of the report and in the *2015 Workplace and Gender Relations Survey of Reserve Component Members: Statistical Methods Report* (DMDC, 2016a).

Data were collected between August 10 and October 19, 2015. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, DMDC received a certificate of confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure the respondent data are protected.<sup>6</sup>

The target population for the *2015 WGRR* consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR; Title 10 and Title 32), or Individual Mobilization Augmentee (IMA), programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR), who were below flag rank. Single-stage, nonproportional stratified random sampling procedures were used in the *2015 WGRR*.

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<sup>4</sup> AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" ([http://aapor.org/Best\\_Practices1/4081.htm#best3](http://aapor.org/Best_Practices1/4081.htm#best3)). DMDC has conducted surveys of the military and DoD community using these "Best Practices" for over 25 years, tailored as appropriate for the unique design needs of specific surveys, such as the census of women in the *2015 WGRR*.

<sup>5</sup> In 2014 an independent analysis of the methods used for a 2012 survey on gender relations in the active duty force, which aligns with methods used in the *2015 WGRR*, determined that "[DMDC] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*." (Morral, Gore, & Schell, 2014, p. 3). In 2010, GAO conducted an evaluation of DMDC's methods. While they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, recommendations on conducting non-response bias analyses were accepted by DMDC and are now standard products for DMDC surveys (GAO-10-751R Human Capital).

<sup>6</sup> This Certificate of Confidentiality means that DMDC cannot be forced to disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative or other proceedings.

DMDC sampled 50% of Reserve component men and 100% of Reserve component women, across all military Reserve components, consisting of 485,774 Reserve component members. Surveys were completed by 87,127 Reserve component members (34,706 Reserve component women and 52,421 Reserve component men). The weighted Total DoD response rate for the *2015 WGR* was 20%, which is typical for large DoD-wide surveys. This response rate was similar to the 22% Reserve response rate for the *2014 RMWS* and the 23% response rate in *2012 Workplace and Gender Relations Survey of Reserve Component Members*.

DMDC scientifically weights the survey data so findings can be generalized to the full population of Reserve and National Guard members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. DMDC typically weights the data based on an industry standard process that includes 1) assigning a base weight based on a selection probability, 2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and 3) adjusting for poststratification to known population totals. Further information on this process can be found in Chapter 2.

The remainder of this Executive Summary details the top-line results from the overview report. The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response within the Department. References to perpetrator/offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of particular allegations, the presumption of innocence applies unless there is an adjudication of guilt. References to “sexual assault” throughout the report do not imply legal definitions for sexual assault. Additionally, references to “retaliation,” “reprisal,” “ostracism” or “maltreatment,” or perceptions thereof, are based on the negative behaviors as reported by the survey respondents; without knowing more about the specifics of particular cases or reports, this data should not be construed as substantiated allegations of reprisal, ostracism, or maltreatment.

## **Sexual Assault Among Reserve Component Members**

**Sexual Assault Prevalence.** On the survey, Reserve component members were asked to think about events that happened in the past 12 months and were asked specifically about the following types of unwanted experiences in which someone:

- Put his penis into their vagina, anus, or mouth
- Put any object or any body part other than a penis into their vagina, anus, or mouth
- Made them put any part of their body or any object into someone’s mouth, vagina, or anus when they did not want to
- Intentionally touched private areas of their body (either directly or through clothing)

- Made them touch private areas of their body or someone else's body (either directly or through clothing)
- Attempted to put a penis, an object, or any body part into their vagina, anus, or mouth, but no penetration actually occurred.

This section provides the estimated overall roll up prevalence rates for members who indicated experiencing these behaviors, who met the UCMJ-based criteria for experiencing a sexual assault, and who indicated the sexual assault happened within the past 12 months.

Overall, 1.1% of Reserve component members indicated experiencing sexual assault in the past 12 months. This represents about 1 in 31 women (3.2%) and about 1 in 167 men (0.6%). Based on the 87,127 eligible respondents from an estimated eligible population of 792,528 members, a constructed 95 percent confidence interval ranges from 7,636 to 9,137, with an estimated total of 8,386 Reserve component members who indicated experiencing a sexual assault in the past 12 months. Of note, the approved sexual assault metric does not require the assault to occur within a military location or at the hands of a military member. Therefore, estimates provided may reflect assaults which occurred off-duty hours and/or by civilian perpetrators.

For Reserve component women, the estimated prevalence rate of sexual assault has remained unchanged since 2014 (both 3.2%). Similarly, the estimated sexual assault rate for men has also remained statistically unchanged (0.4% in 2014 and 0.6% in 2015). Rates prior to 2014 used the measure of unwanted sexual contact and therefore trends prior to 2014 are not possible.

Similar to findings in the active duty, junior enlisted Reserve component members were more likely than members in the other paygrades to indicate experiencing sexual assault, for both men and women. Specifically, 4.1% of E1-E4 women indicated experiencing a sexual assault in the past year compared to 2.8% for E5-E6, 2.4% for O1-O3/W1-W5, and 1.2% for O4-O6.

Similarly, 0.9% of E1-E4 men indicated experiencing a sexual assault in the past year compared to 0.5% for E5-E6, 0.1% for O1-O3/W1-W5, and 0.2% for O4-O6.

**Type of Sexual Assault.** Of all Reserve component women, 1.4% indicated experiencing a *penetrative sexual assault* while 1.7% indicated it was a *non-penetrative sexual assault*. For Reserve component men, 0.2% indicated experiencing a *penetrative sexual assault* while 0.4% indicated it was *non-penetrative*.

**Details of the Most Serious Assault.** As survivors of sexual assault often experience more than one assault, the 2015 WGRR asked the 3.2% of Reserve component women and the 0.6% of Reserve component men who indicated experiencing a sexual assault in the past 12 months to consider the assault that had the greatest effect on them. They were then asked specific questions on the circumstances surrounding this experience. In limiting responses to this one situation, overall burden on the respondent is minimized. The following details are of this most serious assault.

Overall, of those Reserve component members who indicated experiencing a sexual assault in the past year, 69% of women and 78% of men indicated at least part of the assault occurred at a military location and/or while on duty status. Forty-eight percent of women and 27% of men

indicated alcohol and/or drugs were involved during the event. There was a significant difference between men and women on use of alcohol/drugs with female Reserve component members significantly more likely to indicate alcohol and/or drugs were involved in the assault as opposed to male Reserve component members.

About one-fifth (20%) of women indicated the event could be described as hazing (e.g., things done to humiliate or "toughen up" people prior to accepting them into a group) and/or bullying (repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating). In comparison, 44% of men indicated the assault could be described as hazing and/or bullying. This is a statistically significant difference with male survivors more likely to indicate the sexual offense involved hazing and/or bullying compared to women.<sup>7</sup>

Sexual assault is often not experienced in isolation and behaviors may be present both prior to, and after, the assault. The 2015 WGRR asked survivors about whether the alleged offender sexually harassed and/or stalked them prior to, or after, the assault. Overall, about half (55%) of Reserve component women and men (51%) who indicated experiencing a sexual assault reported that the alleged offender sexually harassed or stalked them before and/or after the assault. About one-third (31% of Reserve component women who indicated experiencing a sexual assault in the past year and 36% of Reserve component men) indicated they were sexually harassed and/or stalked *both* before and after the assault. These findings support the Department's emphasis on reporting as a potential way to stop the alleged offender from continuing or escalating behaviors.

**Characteristics of the Alleged Offender in the One Situation.** Reserve component women and men who indicated experiencing a sexual assault in the past 12 months most commonly indicated the alleged offender was a male. However, there were some gender differences. Whereas the vast majority of female Reserve component survivors (95%) indicated a male, male Reserve component survivors were more likely to indicate the alleged offender was a female (38% of male Reserve component survivors compared to 2% of female survivors) or both males and females (10% of male Reserve component survivors compared to 2% of female survivors).

While the majority of Reserve component members who indicated experiencing a sexual assault indicated only one person was involved (74% of female Reserve component survivors and 61% of male survivors), male Reserve component survivors were less likely to indicate only one alleged offender. Nearly one-third of male Reserve component survivors (31%) and nearly one-quarter of female Reserve component survivors (24%) indicated there was more than one alleged offender.

The majority of Reserve component members who indicated experiencing a sexual assault (75% of women and 76% of men) indicated at least one of the alleged offenders was a military member. Conversely, about one-quarter (25% of women and 24% of men) indicated the alleged offender was not a military member.

**Reporting Behaviors of the One Situation.** Most survivors of sexual assault do not report their assault to the authorities. Results of the 2015 WGRR support this finding. Specifically,

<sup>7</sup> Additional details on gender differences can be found in Chapter 9.

22% of Reserve component women who indicated experiencing a sexual assault chose to report their assault to a military authority. For Reserve component men who indicated experiencing a sexual assault, 16% reported their assault to a military authority.

Reserve component members who indicated experiencing a sexual assault and opted to not report their assault were asked for reasons why they made this decision.<sup>8</sup> For Reserve component women, the top five reasons they indicated they did not report the assault were: *they wanted to forget about it and move on* (62%), *they did not want more people to know* (59%), *they did not want to hurt the person's career or family* (41%), *they felt partially to blame* (39%), and *they thought it was not serious enough to report* (40%).

For Reserve component men, the top five reasons they indicated they did not report the assault were: *they thought it was not serious enough to report* (48%), *they wanted to forget about it and move on* (46%), *they did not want people to know* (35%), *they did not want people to see them as weak* (35%), and *they thought it might hurt their career* (35%).

There were statistically significant differences between Reserve component women and men for reasons for not reporting the assault. Reserve component women who indicated experiencing a sexual assault were more likely than men to indicate they did not report the most serious situation because: *they wanted to forget about it and move on* (62% for women and 46% for men), *did not want more people to know* (59% for women and 33% for men), *felt partially to blame* (39% for women and 14% for men), *did not think your report would be kept confidential* (33% for women and 17% for men), and/or *thought other people would blame you* (32% for women and 16% for men).

There were also differences among reasons for not reporting by the type of assault experienced. For Reserve component women who indicated experiencing a *penetrative* sexual assault, concerns about not wanting people to know, feeling partially to blame for the assault, and wanting to forget about it and move on, were endorsed at higher rates compared to those who did not indicate experiencing a penetrative sexual assault. Conversely, for Reserve component members (both men and women) who indicated experiencing a *non-penetrative* sexual assault, believing the assault was not serious enough to report was endorsed at a higher rate than for those members who did not indicate experiencing a non-penetrative sexual assault.

Reserve component members who indicated experiencing a sexual assault and reported it to a military authority were also asked for reasons they chose to report the assault. Due to the small number of Reserve component men who indicated experiencing a sexual assault and chose to report it, male estimates for this data point are not reportable.

Of the 22% of Reserve component women who indicated experiencing a sexual assault and who reported the one situation to a military authority, the top five reasons for reporting the most serious assault were *to stop the offender(s) from hurting others* (72%), *to stop the offender(s) from hurting them again* (61%), *it was their civic/military duty to report it* (51%), *someone they told encouraged them to report* (49%) and/or *to get mental health assistance* (34%).

<sup>8</sup> Descriptive analysis of how endorsement of these reasons have changed over time can be found in Chapter 9.

Similar to the above results, there were also differences among reasons by the type of assault indicated. Specifically, for Reserve component women who indicated experiencing a *penetrative* sexual assault, reporting in order to get medical and/or mental health assistance were endorsed at higher rates compared to those who indicated experiencing a non-penetrative sexual assault.

### **Perceived Professional Reprisal, Ostracism, and Maltreatment as a Result of Reporting a Sexual Assault**

The Department strives to create an environment where military members feel comfortable and safe reporting a potential sexual assault to a military authority. Since 2005, DoD has established a number of policies to encourage more survivors to come forward including multiple reporting options, the creation of the DoD Safe HelpLine, and the Special Victims' Counsel, Victims' Legal Counsel program.

To further ensure a safe environment for reporting, the Department has been monitoring repercussions, i.e., retaliatory behavior, as a result of reporting a sexual assault. Specifically, two forms of retaliatory behaviors have been outlined: professional reprisal and ostracism/maltreatment. Professional reprisal, as defined in law and policy, is a personnel or other unfavorable action taken by the chain of command against an individual for engaging in a protected activity. Ostracism and maltreatment, however, can be negative behaviors, such as actions of social exclusion or misconduct against the military member taken by peers or an individual in a position of authority, because the member reported, or intends to report a criminal offense.

Until 2014, the Department used a general climate measure of “retaliation” to capture these potential experiences. Survey results on estimated rates of perceived experiences of both types of retaliatory behaviors by sexual assault survivors have been relatively constant since first measured in 2006. Specifically, survey findings have consistently shown that more than half of female military members<sup>9</sup> who made an unrestricted report perceived some amount of retaliatory behavior.<sup>10</sup> Using this general measure, the Department was able to gauge perceptions of retaliatory behaviors, but this prior measure did not necessarily align with the specific requirements of policy to allow for an investigation. In 2015, the Secretary of Defense determined that more detailed information was needed on the circumstances of these perceived experiences. As a result, the Secretary of Defense directed the Department to “develop a DoD-wide comprehensive strategy to prevent retaliation against Service members who report or intervene on behalf of victims of sexual assault and other crimes.”<sup>11</sup>

This increased focus led to a number of new initiatives, including the revision of survey measures to be more consistent with the directives prohibiting retaliation.<sup>12</sup> To develop a more comprehensive measure, which was more consistent with law, but still allowed for measurement

<sup>9</sup> Data for men were not reportable due to the small number of male respondents in this category.

<sup>10</sup> DMDC (2012), Van Winkle, Rock, Coffey & Hurley (2014), Morral, Gore, & Schell (2014).

<sup>11</sup> Secretary of Defense (2015, May 1)

<sup>12</sup> The implementation of Section 1709(a) of the NDAA for FY 2014 requires the Secretary of Defense to prescribe regulations, or require the Secretaries of the military departments to prescribe regulations, that prohibit retaliation against an alleged victim or other member of the Armed Forces who reports a criminal offense. The section further requires that violation of those regulations be punishable under Article 92 of the UCMJ, 10 U.S.C. § 892 (2012).

of general negative behaviors, SAPRO assembled a Retaliation Roundtable which included subject matter experts from across the Department along with other DoD stakeholders. The goal was to create a detailed set of survey items that more carefully measure ostracism/maltreatment and professional reprisal so that these outcomes associated with reporting a sexual assault could be better addressed by the Department.

The new metric constructed by this group no longer refers to general “retaliation” and instead uses the terms explained previously for professional reprisal, ostracism, and maltreatment. Questions were designed to measure negative behaviors a respondent may have experienced as a result of making a sexual assault report and to account for additional motivating factors as indicated by the member that may be consistent with prohibited actions of professional reprisal, ostracism, and maltreatment in the Uniform Code of Military Justice (UCMJ) and military policies and regulations. This includes the alleged perpetrator having knowledge about the report and that the actions were perceived to be taken with a specific intent (i.e., to discourage the military member from moving forward with the report of sexual assault or to exclude them).

Survey questions are only able to provide a general understanding of the self-reported outcomes that may constitute reprisal, ostracism, or maltreatment and therefore we refer to such outcomes as “perceived.” Ultimately, only the results of an investigation (which takes into account all legal aspects, such as the intent of the alleged perpetrator) can determine whether self-reported negative behaviors meet the requirements of prohibited retaliation. The estimates presented in this section reflect the Reserve component members' perceptions about a negative experience associated with their reporting of a sexual assault and not necessarily a reported or legally substantiated incident of retaliation. As such, rates for these items are caveated as “perceived.”

Prior to categorizing members as experiencing “perceived” reprisal, ostracism, and/or maltreatment, members had to indicate experiencing a “potential” retaliatory action and/or behavior. Specifically, the member had to indicate experiencing any behavior consistent with professional reprisal or ostracism/maltreatment which would precede the questions to ascertain the member’s perception of the motivating factors of those perceived retaliatory behaviors. Therefore, there may be higher percentages of members who experience “potential” behaviors, but they do not, on their own reflect a “rate.” “Perceived” actions and/or behaviors are those retaliatory behaviors where potential behaviors were experienced and additional motivating factors, as indicated by the member, were present. Details about the construction of this new metric are included in Chapter 1.

Due to the small number of Reserve component men who indicated experiencing a sexual assault and chose to report it, male estimates are not reportable. Therefore, data presented in this section is of all Reserve component members.

***Perceived Professional Reprisal Among Reserve Component Members.*** To be included in the estimated rate of *perceived professional reprisal*, a Reserve component member must have met the following criteria:

- Experienced a sexual assault in the past 12 months *and*
- Reported the assault to a military authority *and*

- Experienced at least one behavior consistent with professional reprisal perpetrated by someone in leadership (e.g., was demoted, denied promotion, rated lower than deserved, reassigned, made to perform additional duties, disciplined, etc.) *and*
- Indicated the actions experienced were based only on their report of sexual assault (i.e., not based on conduct or performance) *and*
- Indicated leadership took these actions to get back at them for making a report, to discourage them from moving forward with the report, and/or because they were mad at them for causing problems.

Of the Reserve component members who indicated experiencing a sexual assault in the past year (1.1% of Reserve component members) and reported it to a military authority, one in five (20%) indicated they experienced *perceived professional reprisal* from leadership as a result of reporting the sexual assault. Of note, an additional 12% of Reserve component members who indicated experiencing a sexual assault and reported it experienced some behaviors consistent with professional reprisal, but did not meet the additional motivating factors consistent with prohibited actions to get into the official rate.

***Perceived Ostracism/Maltreatment Among Reserve Component Members.*** To be included in the estimated rate of *perceived ostracism/maltreatment*, a Reserve component member must have indicated that the event met the following criteria:

- Experienced a sexual assault in the past 12 months *and*
- Reported the assault to a military authority *and*
- Experienced at least one behavior consistent with ostracism and/or maltreatment allegedly perpetrated by a peer or someone in a position of authority (e.g., made insulting or disrespectful remarks/jokes at your expense, excluded or threatened to exclude them from social activities/interactions, ignored them, showed or threatened to show private images/photos/video to others, bullied them, was physically violent to them etc.) *and*
- Indicated the alleged perpetrator(s) of the actions knew, or suspected, they had made a report of sexual assault *and*
- Indicated the alleged perpetrators(s) took these actions to discourage them from moving forward with the report, discourage others from reporting, in order to exclude them, and/or to abuse/humiliate them.

Of the Reserve component members who indicated experiencing a sexual assault in the past year (1.1% of Reserve component members) and reported it to a military authority, nearly one in three (29%) indicated they experienced *perceived ostracism/maltreatment* as a result of reporting the sexual assault. An additional 29% of Reserve component members who indicated experiencing a sexual assault and reported it experienced some behaviors consistent with ostracism/maltreatment, but did not meet the additional motivating factors consistent with prohibited actions to get into the official rate.

***Perceived Professional Reprisal/Ostracism/Maltreatment Among Reserve Component Members.***

To be included in the estimated roll up rate of *perceived professional reprisal/ostracism/maltreatment*, a Reserve component member must have indicated that the event met the following criteria:

- Met the above criteria for *perceived professional reprisal* or
- Met the above criteria for *perceived ostracism/maltreatment*.

Of the Reserve component members who indicated experiencing a sexual assault in the past year (1.1% of Reserve component members) and reported it to a military authority, a little more than one-third (36%) indicated they experienced *perceived professional reprisal/ostracism/maltreatment* as a result of reporting the sexual assault. An additional 23% of Reserve component members who indicated experiencing a sexual assault and reported it experienced some behaviors consistent with professional reprisal, ostracism, and/or maltreatment, but did not meet the additional motivating factors consistent with prohibited actions to get into the official rate.

There were differences for this estimated roll up rate of professional reprisal/ostracism/maltreatment depending on the type of assault experienced. Specifically, Reserve component members who reported a *penetrative* sexual assault, had lower rates of *perceived professional reprisal/ostracism/maltreatment* (23% for *penetrative* sexual assaults) compared to Reserve component members who reported a *non-penetrative* sexual assault (48% for non-penetrative sexual assaults).

***Differences Between the New Metric of Professional Reprisal, Ostracism, and Maltreatment and the Prior Metric on General Retaliation.*** As noted, prior to 2015 these behaviors were measured using a general “retaliation” climate measure. This question measured negative outcomes experienced by survivors of sexual assault as a result of making a report. Using this climate measure, estimated rates of retaliation have been relatively consistent at about 60% across years.

The *2015 WGRR*, using the new metric, found that about 59% of respondents indicated experiencing at least one of the negative behaviors that could be perceived by the Reserve component member as potential professional reprisal, ostracism, and/or maltreatment. This is very similar to estimated rates of general retaliation found in prior military surveys. However, as noted, this climate measure did not capture specific actions or intent regarding these actions or behaviors. To better align with these indicators, the new metric further accounts for additional motivating factors that are consistent with prohibited actions, as indicated above. Once these additional factors were overlaid, the *2015 WGRR* found 36% of Reserve component members indicated experiencing perceived professional reprisal, ostracism, and/or maltreatment.

### **Prior Experiences of Sexual Assault**

On the *2015 WGRR*, all Reserve component members were asked about sexual assaults they may have experienced prior to joining the military. In addition, they were asked about events that occurred while in the military, but not in the past 12 months. These estimated rates were then

combined, using the estimated past-year prevalence rate, to provide out data on lifetime prevalence of sexual assault for Reserve component members as well as sexual assault prevalence during their military career (i.e., since joining the military, including the last 12 months).

Overall, about 1 in 17 women (6%) and 1% of men indicated experiencing sexual assault prior to joining the military. These estimated rates are statistically unchanged from 2014. Overall, about one in eight women (12%) and 2% of men indicated experiencing sexual assault since joining the military, including in the last 12 months. These estimated rates are also statistically unchanged from 2014. Combining these estimated rates to include all members who indicated experiencing a sexual assault at any point in their lifetime, nearly one in seven women (15%) and 2% of men indicated experiencing a sexual assault at some point in their lifetime, including during their military Service.<sup>13</sup> Similar to the prior estimated prevalence rates, these estimates are statistically unchanged from 2014. Chapter 3 provides more details about these rates.

## **Sexual Harassment and Gender Discrimination Among Reserve Component Members**

Sex-based MEO violations are defined as having at least one experience that meets the criteria for a DoD-based MEO violation of sexual harassment or gender discrimination. To obtain an estimated prevalence rate for sex-based MEO violations, two requirements must be met:

- Experience of sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination behavior(s) by someone in their military workplace in the 12 months prior to the survey, and
- Meet at least one of the follow-up legal criteria required for an MEO violation.

Data in this section includes overall estimated prevalence rates for sexually hostile work environment, sexual *quid pro quo*, sexual harassment, gender discrimination, and the estimated overall sex-based MEO prevalence rate. Details on the construction of the sex-based MEO metrics can be found in Chapter 1.

**Sexual Harassment Prevalence.** Sexual harassment includes: sexually hostile work environment or sexual *quid pro quo*. The estimated prevalence rate for sexual harassment is a “roll up” of those who met criteria for the estimated sexually hostile work environment prevalence rate and/or those who met criteria for the estimated sexual *quid pro quo* prevalence rate.

Overall, nearly 1 in 6 Reserve component women (18%) and 1 in 25 Reserve component men (4%) indicated experiencing a *sexually hostile work environment* in the past year. One percent of Reserve component women and less than 1% of Reserve component men indicated experiencing sexual *quid pro quo* in the past year.

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<sup>13</sup> Estimated lifetime prevalence of sexual assault includes members who indicated experiencing a sexual assault prior to joining the military and/or since joining the military. Some members may have experienced a sexual assault both prior to and since joining the military. The estimated lifetime prevalence rate accounts for this overlap.

If a Reserve component member indicated they met criteria for either *sexually hostile work environment* or *sexual quid pro quo*, they are combined into the full estimated rate of *sexual harassment*. As estimated rates for sexually hostile work environment are typically higher than sexual *quid pro quo*, the latter construct often drives the estimated sexual harassment rates (i.e., estimated sexual harassment rates typically align with rates for sexually hostile work environment).

Overall, in 2015, about 1 in 5 Reserve component women (19%) and about 1 in 25 Reserve component men (4%) indicated experiencing sexual harassment in the past 12 months. This represents about 7% of all Reserve component members. Based on the 87,127 eligible respondents from estimated eligible population of 792,528 members, a constructed 95 percent confidence interval ranges from 48,894 to 52,355, with an estimated total of 50,624 Reserve component members who indicated experiencing sexual harassment in the past 12 months.

Compared to 2014, the percentage of Reserve component women who indicated experiencing sexual harassment was higher in 2015 (5 percentage points higher than 2014). The estimated rates remained statistically unchanged for men compared to 2014.

**Gender Discrimination Prevalence.** Gender discrimination is defined as experiencing behaviors or comments directed at someone because of their gender that harmed or limited their career. To get into the estimated prevalence rate for gender discrimination, Reserve component members must have indicated experiencing one of these behaviors and endorse a corresponding follow-up item that indicated the actions and/or beliefs harmed or limited their career.

Overall, about 1 in 9 Reserve component women (11%) and about 1 in 50 Reserve component men (2%) indicated experiencing gender discrimination in the past 12 months. This represents about 3% of all Reserve component members. Based on the 87,127 eligible respondents from estimated eligible population of 792,528 members, a constructed 95 percent confidence interval ranges from 25,107 to 27,271, with an estimated total of 26,189 Reserve component members who indicated experiencing gender discrimination in the past 12 months.

Compared to 2014, the percentage of Reserve component women who indicated experiencing gender discrimination was higher in 2015 (2 percentage points higher than 2014). The estimated rates remained statistically unchanged for men compared to 2014.

**Details of the Most Serious Sex-Based MEO Violation.** As members who experience a sex-based MEO violation may often experience more than one violation, the 2015 WGRR asked the 19% of Reserve component women and the 4% of Reserve component men who indicated experiencing a sex-based MEO violation in the past 12 months to consider the situation that had the greatest effect on them. They were then asked specific questions on the circumstances surrounding this experience. Similar to the sexual assault section, in limiting responses to this one situation, overall burden on the respondent is minimized. The following details are of this most serious sex-based MEO violation.

As opposed to the sexual assault measure which allows for non-military sexual assault experiences to be included in the prevalence rate, the sex-based MEO measure requires the respondent to specifically consider their military workplace. However, there are often civilian

personnel working in these environments. Not surprisingly, the vast majority of Reserve component women and men who indicated experiencing a sex-based MEO violation indicated that the situation occurred at a military location or on military status (94% of Reserve component women and 90% of Reserve component men). Specifically, 90% of Reserve component women and 85% of Reserve component men who indicated experiencing a sex-based MEO violation indicated the situation occurred on a *military installation/ship, armory, Guard, or Reserve unit site*.

The 2015 WGRR also asked members who indicated experiencing a sex-based MEO violation to indicate how long the situation continued. About three-quarters of both Reserve component women and men who indicated experiencing a sex-based MEO violation indicated the situation went on for more than one day (76% of women and 74% of men). About one-quarter of Reserve component women (27%) and nearly one-third of Reserve component men (30%) who indicated experiencing a sex-based MEO violation indicated the situation lasted for more than one year.

**Characteristics of the Alleged Offender in the One Situation.** The 2015 WGRR also asked members who indicated experiencing a sex-based MEO violation to discuss who the alleged offender(s) were. Similar to what was found for sexual assault, Reserve component women who indicated experiencing a sex-based MEO violation most commonly indicated one alleged offender (64%) who was male (84%). For Reserve component men who indicated experiencing a sex-based MEO violation, there was somewhat more variation, with 54% indicating a male offender and 20% indicating a female offender. Twenty-five percent of Reserve component men who indicated experiencing a sex-based MEO violation indicated there was a combination of both men and women.

The vast majority of Reserve component women and men who indicated experiencing a sex-based MEO violation indicated at least one alleged offender was a military member (95% of women and 89% of men). Further, 72% of Reserve component women and 61% of Reserve component men who indicated experiencing a sex-based MEO violation indicated the at least one alleged offender was a military member of a higher rank than them. About a half of Reserve component women and Reserve component men who indicated experiencing a sex-based MEO violation indicated the at least one alleged offender was a military member of the same rank than them (53% for both women and men).

**Reporting Behaviors of the One Situation.** Similar to sexual assault, the majority of Reserve component members who indicated experiencing a sex-based MEO violation chose not to make an official report or to discuss the situation with their supervisor and/or chain of command. However, rates of reporting to a supervisor or member of their chain of command were higher, potentially due to the ability to handle a sex-based MEO violation at the lowest level. Of those Reserve component women who indicated experiencing a sex-based MEO violation, 45% indicated they made an official report and/or discussed the situation with their supervisor/someone in their chain of command. For Reserve component men who indicated experiencing a sex-based MEO violation, 34% indicated they made an official report and/or discussed the situation with their supervisor/someone in their chain of command. Additional information about the actions taken as a result of the report can be found in Chapter 6.

## Bystander Intervention

Prevention of sexual assault is a major line of effort for SAPRO. Part of this prevention effort places the onus on each member to uphold the values of dignity and respect and to confront appropriately those who do not maintain these values. To measure this aspect of prevention, the *2015 WGRR* asked Reserve component members whether they witnessed a potential sexual assault situation in the past year and their actions in response.

The *2015 WGRR* found that while few Reserve component members directly observed a situation they believed might lead to a sexual assault (4% of all Reserve component members), the vast majority of members who *did* observe such a situation actively intervened using a variety of methods to prevent the potential assault. Specifically, 89% of Reserve component members actively intervened in some way if they observed a situation that they believed might have led to a sexual assault. The top three ways Reserve component members chose to intervene were to *ask the person who appeared to be at risk if they needed help* (24%), *step in and separate the people involved in the situation* (21%), or *create a distraction to cause one or more of the people to disengage from the situation* (18%).

Additional information on this data and how training may impact a Reserve component member's decision to intervene can be found in Chapter 9.

## Additional Analyses: The Continuum of Harm

Scientific survey data provides the Department with force-wide estimated prevalence rates on a variety of critical measures and allows for data-driven decisions for policies and resources impacting military members. However, survey data alone may sometimes fail to detect important patterns and interrelationships within the data. As such, additional analyses can identify additional findings to help better understand the top-line survey results. For the *2015 WGRR*, DMDC conducted a number of additional analyses. One of which examined the continuum of harm among Reserve component members who indicated experiencing a sexual assault. This full analysis can be found in Chapter 8.

In the realm of sexual assault, the continuum of harm describes "inappropriate actions, such as sexist jokes, hazing, and cyber bullying that are used before or after the assault and or supports an environment which tolerates these actions" (Department of Defense, 2014a). Results from the *2015 WGRR* showed that Reserve component members who indicated experiencing unwanted gender-related behaviors were more likely to indicate experiencing a sexual assault. More specifically, those who indicated experiencing a sex-based MEO violation such as sexual harassment (i.e., a sexually hostile work environment and/or sexual *quid pro quo*) and/or gender discrimination were more likely to indicate experiencing sexual assault than those who did not.

Various work climate-related factors were also assessed in relation to sexual assault because such factors might contribute to a culture that is tolerant of, or increases risk for, sexual assault. Results from this analysis demonstrated that high levels of workplace hostility, an unhealthy unit leadership climate with respect to sexual assault, low coworker satisfaction, low work satisfaction, and low presence of female coworkers were all related to increased likelihood of sexual assault. Of note, unit leadership climate and workplace hostility had a strong association

with sexual assault. While unhealthy leadership climate was predictive of higher rates of sexual assault/harassment, a *healthy* leadership climate had a protective effect against sexual assault, even when sexual harassment was present. Findings from this analysis support the Department's increased emphasis on leadership engagement when addressing these issues.

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## Chapter 1: Introduction

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*Dr. Lindsay Rock, Ms. Natalie Namrow, and Ms. Margaret Coffey*

“As leaders of the Department of Defense, we share a commitment to an environment free from sexual violence and sexual harassment. In order to retain and attract the best people with the best skills, everyone must know that these closely related behaviors have no place in the military. The force of the future is one that leverages our culture of dignity and respect to prevent crime and other improper behaviors, as well as support those who make the difficult choice to report them.” (Honorable Ash Carter, Secretary of Defense, DoD, 2015a).

To address unwanted gender-related issues in the military, each of the Services and DoD has implemented and expanded sexual assault and sexual harassment programs to provide reporting options and survivor care procedures. Continuing evaluation of these programs through cross-component surveys is important to reducing instances of sexual assault and sexual harassment of military members. This report presents findings from the *2015 Workplace and Gender Relations Survey of Reserve Component Members* (*2015 WGRR*), a source of information for evaluating these programs and for assessing the gender relations environment across the Reserve components, including the National Guard.<sup>14</sup> This introductory chapter provides background on why this survey was conducted, a summary of recent Department of Defense (DoD) policies and programs associated with gender-relations issues, a review of the survey measures, and an overview of the report chapters. References to perpetrator/offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of particular allegations, the presumption of innocence applies unless there is an adjudication of guilt. References to “sexual assault” throughout the report do not imply legal definitions for sexual assault. Additionally, references to “retaliation,” “reprisal”, “ostracism” or “maltreatment”, or perceptions thereof, are based on the negative behaviors as reported by the survey respondents; without knowing more about the specifics of particular cases or reports, this data should not be construed as substantiated allegations of reprisal, ostracism, or maltreatment.

## DoD Sexual Assault and Equal Opportunity Programs and Policies

The Defense Research, Surveys, and Statistics Center (RSSC), within the Defense Manpower Data Center (DMDC), has been conducting the Congressionally-mandated gender relations surveys of Reserve component members since 2004 as part of a quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481. Past surveys of this population were conducted by DMDC in 2004, 2008, and 2012. At the request of Congress, the RAND Corporation conducted a gender-relations survey in 2014 of military members (both the active duty and Reserve components) to provide an independent assessment and their measures for sexual assault and Military Equal Opportunity violations will be used in WGR surveys hereafter. With the new biennial cycle of human relations surveys mandated by the National Defense Authorization Act (NDAA) Fiscal Year 2013 Section 570, DMDC conducted the gender relations survey of Reserve component members in 2015 (*2015 WGRR*). This section provides a

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<sup>14</sup> This report references “Reserve component” to include National Guard members.

review of DoD sexual assault and sexual harassment policies and programs, which act as a foundation for the establishment and requirements of the *2015 WGRR*, as well as a description of how results are presented in this report.

## DoD Sexual Assault Prevention and Response Policies

**Program Oversight.** In February 2004, the Undersecretary of Defense for Personnel and Readiness (USD[P&R]) testified before the Senate Armed Services Committee on the prevalence of sexual assault in DoD and the programs and policies planned to address this issue. In accordance with legislative requirements (Ronald W. Reagan National Defense Authorization Act [NDAA] for Fiscal Year 2005), the USD(P&R) issued memoranda to the Services in November and December 2004 that provided DoD policy guidance on sexual assault that included a new standard definition, response capability, training requirements, response actions, and reporting guidance throughout the Department. The DoD Sexual Assault and Prevention Response Office (SAPRO) supported implementation of this new policy and required data to continually assess the prevalence of sexual assault in the Department and the effectiveness of the programs and resources they have implemented.

DoD refined and codified the policy on sexual assault prevention and response through a series of directives issued in late 2004 and early 2005, and these policies were further revised in 2012, 2013, and 2015 by the Deputy Secretary of Defense and the USD (P&R). DoD Directive (DoDD) 6495.01, “Sexual Assault Prevention and Response (SAPR) Program,” was reissued in January 2012, and then updated again in April 2013 and January 2015, to implement DoD policy and assign responsibilities for the SAPR program on prevention of and response to sexual assault and the oversight of these efforts. DoDD 6495.01 established a comprehensive DoD policy on the prevention and response to sexual assault (Department of Defense, 2015b). The policy states:

“The DoD goal is a culture free of sexual assault, through an environment of prevention, education and training, response capability (defined in Reference C), victim support, reporting procedures, and appropriate accountability that enhances the safety and wellbeing of all persons covered by this directive and Reference C.”<sup>15</sup>

In addition, this 2015 DoD directive mandated standardized requirements and documents; an immediate, trained response capability at all permanent and deployed locations; effective awareness and prevention programs for the chain-of-command; and options for both restricted and unrestricted reporting of sexual assaults.<sup>16</sup> It also prohibited the enlistment or commissioning of people convicted of sexual assault.

Finally, DoDD 6495.01 charged the USD(P&R) with implementing the SAPR program and monitoring compliance with the directive through data collection and performance metrics. It

<sup>15</sup> “Reference C” is Department of Defense. (2008). Sexual assault prevention and response program procedures. (DoD Instruction 6495.02). Washington, DC: Author.

<sup>16</sup> Restricted reporting allows a sexual assault victim to confidentially disclose the details of the assault to specified individuals and receive medical treatment and counseling without prompting an official investigation. Unrestricted reporting is for sexual assault victims who want medical treatment, counseling, command notification, and an official investigation of the assault.

established the DoD SAPRO within the Office of the USD(P&R) to address all DoD sexual assault policy matters except criminal investigations and legal processes that are within the responsibility of the Offices' of the Judge Advocates General of the Military Departments.

DoDD 6495.01 defines sexual assault as any “intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent” (Department of Defense, 2015). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts. The directive states that sexual assault can occur without regard to gender, spousal relationship, or the age of the victim, and “consent” shall not be deemed or construed to mean the failure by the victim to offer physical resistance. DoDD 6495.01 defines “consent” as:

“A freely given agreement to the conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent. Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent. A sleeping, unconscious, or incompetent person cannot consent” (Department of Defense, 2015b).

***Uniform Code of Military Justice Provisions Regarding Sexual Assault.*** In Section 522 of the NDAA for FY 2006, Congress amended the Uniform Code of Military Justice (UCMJ) to consolidate and reorganize the array of military sex offenses. These revised provisions took effect October 1, 2007.

As amended, Article 120, UCMJ, “Rape, Sexual Assault, and Other Sexual Misconduct,” defines rape as “a situation where any person causes another person of any age to engage in a sexual act by: (1) using force; (2) causing grievous bodily harm; (3) threatening or placing that other person in fear that any person will be subjected to death, grievous bodily harm, or kidnapping; (4) rendering the person unconscious; or (5) administering a substance, drug, intoxicant or similar substance that substantially impairs the ability of that person to appraise or control conduct” (Title 10 U.S. Code Section 920, Article 120). Article 120 of the UCMJ defines “consent” as “words or overt acts indicating a freely given agreement to the sexual act at issue by a competent person.” The term is further explained as:

- An expression of lack of consent through words or conduct means there is no consent.
- Lack of verbal or physical resistance or submission resulting from the accused's use of force, threat of force, or placing another person in fear does not constitute consent.
- A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent.
- A person cannot consent to sexual activity if he or she is “substantially incapable of appraising the nature of the sexual conduct at issue” due to mental impairment or unconsciousness resulting from consumption of alcohol, drugs, a similar substance, or

otherwise, as well as when the person is unable to understand the nature of the sexual conduct at issue due to a mental disease or defect.

- Similarly, a lack of consent includes situations where a person is “substantially incapable of physically declining participation” or “physically communicating unwillingness” to engage in the sexual conduct at issue.

As described above, the DoDD 6495.01 was revised on October 1, 2007 to be consistent with these changes.

**Professional Staff.** DoDD 6495.01 also defines the roles and responsibilities of personnel who implement the SAPR program at DoD installations and deployed locations. The Sexual Assault Response Coordinator (SARC) serves as the central point of contact to oversee sexual assault awareness, prevention and response training, as well as the care of sexual assault survivors. Victims’ Advocates (VAs) or Uniformed Victims’ Advocates (UVAs) report to the SARC and facilitate care for sexual assault survivors by providing liaison assistance. Health Care Providers (HCP) offer health care services to sexual assault survivors.

## **DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies**

**Program Oversight.** The Office of Diversity Management and Equal Opportunity (ODMEO) is the primary office within DoD that sets and oversees equal opportunity policies. ODMEO monitors the prevention and response of sexual harassment and gender discrimination. The overall goal of ODMEO is to provide an “environment in which Service members are ensured an opportunity to rise to the highest level of responsibility possible in the military profession, dependent only on merit, fitness, and capability” (DoDD1350.2).

**DoD Directives for Equal Opportunity Policy.** The DoD military sexual harassment policy was defined in 1995 and refined in 2015 in DoDD 1350.2 as:

“A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career, or
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.

Workplace conduct, to be actionable as ‘abusive work environment’ harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive” (Department of Defense, 2015c).

Gender discrimination is defined in DoDD 1350.2 as “unlawful discrimination” where there is discrimination based on “sex that is not otherwise authorized by law or regulation” (Department of Defense, 2015c).

## Measurement of Constructs

The ability to estimate annual prevalence rates is a distinguishing feature of this survey. Results are included for estimated prevalence rates of sexual assault and Military Equal Opportunity violations pertaining to sexual harassment and gender discrimination. Throughout the report, use of terms such as “offender,” “perpetrator,” “victim,” or “survivor” are not intended to convey any presumption concerning sexual assault allegations.

### Sexual Assault

Historically, DMDC’s Workplace and Gender Relations surveys (WGRs) have used a measure of Unwanted Sexual Contact (USC) on its surveys conducted in 2006, 2010, and 2012 of active duty members and 2008 and 2012 of Reserve component members. Although this term does not appear in the UCMJ, it is used to refer to a range of activities that the UCMJ prohibits, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body. As originally developed, the goal of the unwanted sexual contact measure was to act as a proxy for “sexual assault” while balancing the emotional burden to the respondent. The intention of the unwanted sexual contact measure was not to provide a crime victimization rate in this regard, but to provide the Department with information about Service men and women who indicated experiencing behaviors prohibited by the UCMJ consistent with sexual assault and would qualify the individual to receive SAPR support services.

This “behaviorally-based” USC measure captured specific behaviors experienced and does not assume the respondent had expert knowledge of the UCMJ or the UCMJ definition of sexual assault. The term “unwanted sexual contact” and its definition were developed to help respondents better relate their experience(s) to the types of sexual assault behaviors addressed by military law and the DoD SAPR program. The measure was developed with the understanding that the vast majority of respondents would not know the differences among the UCMJ offenses of “sexual assault,” “aggravated sexual contact,” and “forcible sodomy” described in Articles 120 and 125, UCMJ. As a result, the term “unwanted sexual contact” was used so that respondents could read the definition provided and readily understand the kinds of behavior covered by the survey (Lipari, Shaw, & Rock, 2005).

There are three broad categories of USC: penetration of any orifice, attempted penetration, and unwanted sexual touching (without penetration). While these unwanted behaviors are analogous to UCMJ offenses, they were not meant to be exact matches. Additionally, many respondents cannot and do not consider the complex legal elements of a crime when being victimized by an offender. Consequently, forcing a respondent to accurately categorize which offense they experienced would not be productive.

In 2014, Senate leadership and an independent, Congressionally-mandated panel of DoD and civilian experts requested that the Department update its survey metrics to be more specific with

regard to the types of crimes experienced by military members (Report of the Response Systems to Adult Sexual Assault Crimes Panel, 2014). This new measure of sexual assault aligns with the language used in the elements of proof required for sexual assault under Article 120, UCMJ, and meets the requirements of Congress. In 2014, the Department contracted with the RAND Corporation to conduct a large-scale survey of active duty and Reserve component members on issues of sexual assault. RAND developed this new measure of sexual assault that incorporates UCMJ-prohibited behaviors and consent factors to derive estimated prevalence rates of crimes committed against Service members.<sup>17</sup> While the terms and acts in this sexual assault measure are anatomical and more graphic, RAND has reported the measures provide a reliable estimate of sexual assault. To evaluate the differences between the previous USC metric and the new sexual assault metric, researchers at RAND fielded two versions of the survey: one using the USC question (the *2014 Workplace and Gender Relations Survey*) and one using a newly constructed crime victimization item aligned with the specific legal definitions of sexual assault and abusive sexual contact as delineated in the UCMJ (the *2014 RAND Military Workplace Survey [2014 RMWS]*). Using both measures, and weighting up to the full population for both, they found the estimated rate using the USC question and the estimated rate using a sexual assault crime index were not statistically significantly different. The new sexual assault measure was approved by the Secretary of Defense and the Service Chiefs as the crime victimization measure of sexual assault for DoD. The new measure was incorporated on the *2015 WGRR*.<sup>18</sup>

### ***Behavioral Definition***

Following the guidelines set forth in the *2014 RMWS*, DMDC used a two-step process to determine the UCMJ-based sexual assault rate. First, we asked questions about whether members experienced sexual assault behaviors and the circumstances of those experiences. Second, we categorized those behaviors into three types of assault—penetrative sexual assault, non-penetrative sexual assault, and attempted penetrative sexual assault—to produce estimated prevalence rates for each of the three categories.

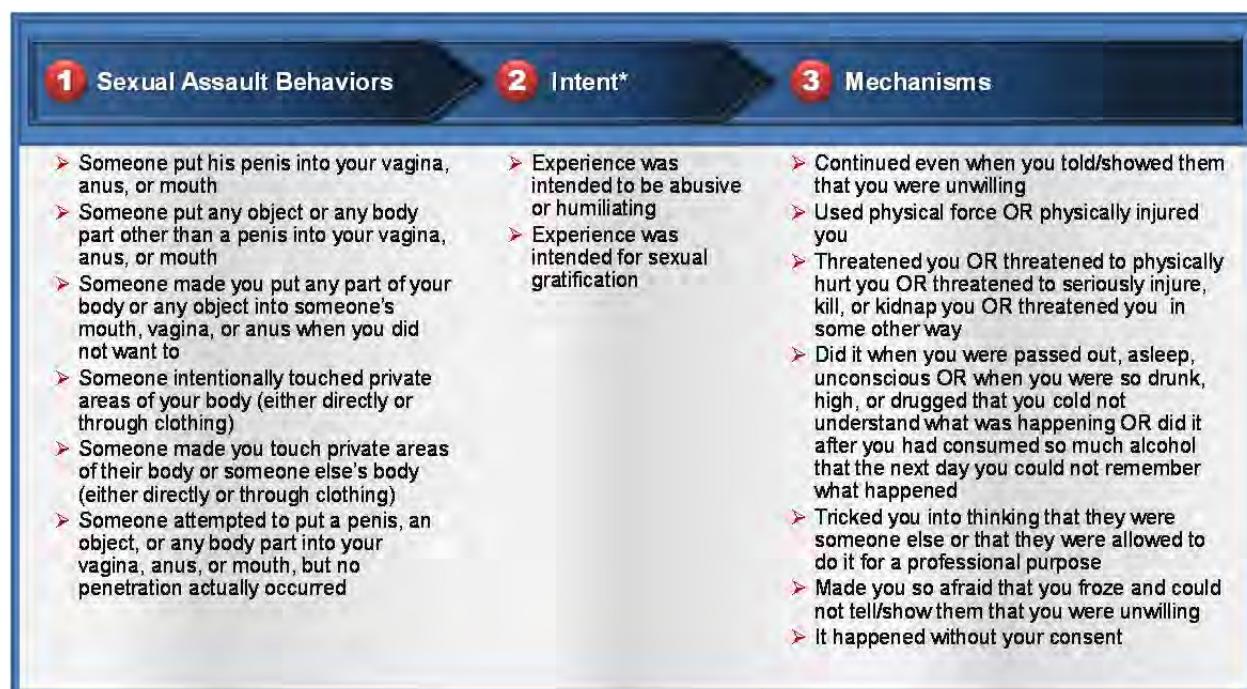
In the first step, there is a multi-faceted requirement to meet the elements of proof for sexual assault within the UCMJ. First, sexual assault offenses refer to a range of **behaviors** prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia and other sexually related areas of the body); and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Second, these behaviors must be done with the **intent** to either gratify a sexual desire or to abuse, humiliate, or degrade (with the exception of penetration with a penis where intent is not

<sup>17</sup> In developing its new sexual assault measure, RAND conducted a pretest of the new measures. The pretest included 24 individuals recruited via convenience sampling, including military Service members. These individuals were diverse with respect to gender, Service/component, and rank. RAND used cognitive interviewing techniques (Sirken et al., 1999) to gauge readability, reliability, and distress of the items. The survey was modified based on results from the pretest. Further information on the pretest can be found in RAND's report (Morral, Gore, & Schell, 2014).

<sup>18</sup> As a new sexual assault measure was used in 2014 and 2015, direct comparisons between survey years prior to 2014 are not possible. Although direct comparisons are not possible, the top-line estimates between the new measure and the old USC measure are statistically similar as found by the RAND Corporation in their 2014 bridge study.

required to meet the criminal elements of proof). Finally, the UCMJ requires that a **mechanism** such as force or threats must be used or, in instances where the assault happened while the victim was unconscious or drugged, the offender behaved fraudulently, or the victim was unable to provide consent. As shown in Figure 1, within the *2015 WGRR*, the sexual assault measure contains these three requirements—1) the member must experience at least one of the six UCMJ-based sexual assault **behaviors**, 2) at least one UCMJ-based **intent** behavior where required,<sup>19</sup> and 3) at least one UCMJ-based coercive **mechanism** that indicated consent was not freely given. Additionally, the member must also indicate in a separate survey item that the sexual assault was experienced in the past 12 months (Q160). This additional item was a recommendation from the *2014 RMWS* to better account for the tendency of respondents to include experiences that may fall outside of the requested 12-month frame. References to past-year sexual assault prevalence rates in this report all require the members to have indicated this time frame.

**Figure 1.**  
*Three-Part Sexual Assault Measure*



\*Questions to determine intent were not asked of respondents who indicated “Someone put his penis into your vagina, anus, or mouth.”

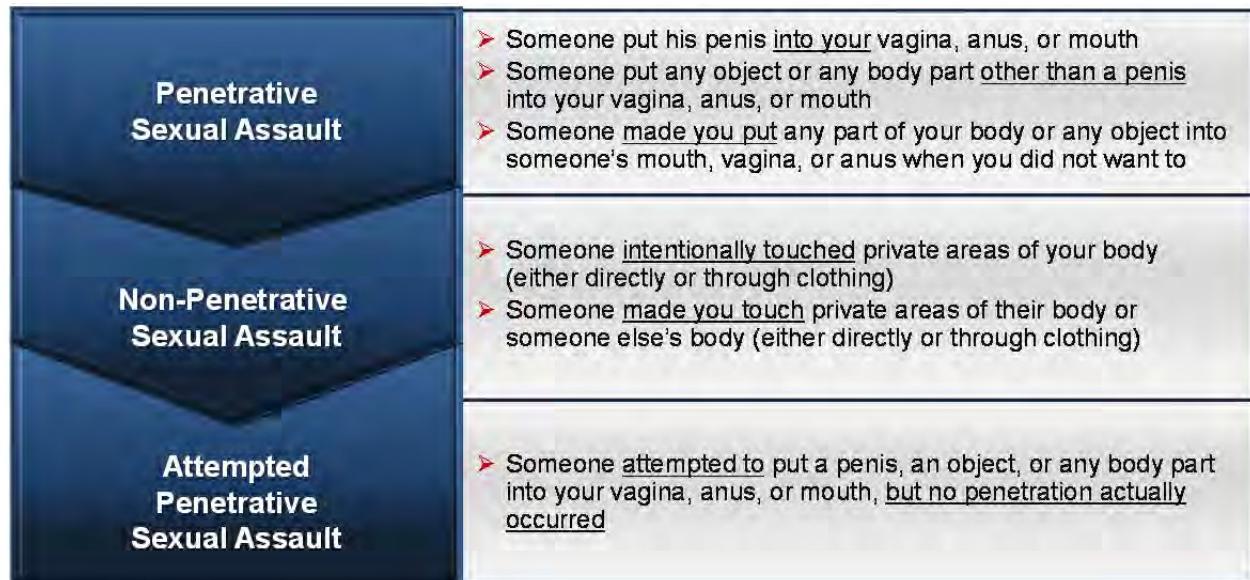
### Estimated Prevalence Rates

Using the three-part stepwise criteria listed in Figure 1, the *2015 WGRR* produced estimated prevalence rates for three categories of sexual assault using a hierarchical system—**penetrative**

<sup>19</sup> The intent measure was not a requirement for members who indicated “Someone put his penis into your vagina, anus, or mouth.”

sexual assault, **non-penetrative** sexual assault, and **attempted** penetrative sexual assault. These three categories are shown in Figure 2. Penetrative sexual assault includes members who indicated “yes” to any of the items that assess penetration of the vagina, anus, or mouth. Non-penetrative sexual assault includes members who indicated “yes” to either of the screener items that assess unwanted sexual touching and were not previously counted as penetrative sexual assault. Attempted penetrative sexual assault includes members who indicated “yes” to the item that assesses attempted sexual assault and were not previously counted as having experienced either penetrative sexual assault or non-penetrative sexual assault. Since the 2015 WGRR and the 2014 RMWS used the same hierarchical measure, this allows DMDC to provide DoD with comparable estimated sexual assault prevalence rates between these points in time (2014 vs. 2015). However, using this hierarchical structure, it is difficult to capture a “pure” rate of **attempted** penetrative sexual assault as distinct from non-penetrative sexual assault.<sup>20</sup>

**Figure 2.**  
*Hierarchy of Estimated Sexual Assault Prevalence Rates*



### Sex-Based Military Equal Opportunity (MEO) Violations

Historically, the DMDC gender relations surveys have measured perceived unwanted gender-related experiences, which included two types of behaviors: sexist behavior and sexual harassment. The measurement of these behaviors was derived from the Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995), which was adapted for a military population (referred to as the SEQ-DoD). The SEQ-DoD consists of 12 behaviorally-based items measuring sexual harassment (e.g., crude/offensive behavior [verbal/nonverbal behaviors of a sexual nature that were offensive or embarrassing], unwanted sexual

<sup>20</sup> In 2015, DMDC began discussions with the Department to modify the hierarchical coding strategy to allow for a “pure” rate of attempted penetrative sexual assault while maintaining comparability across time. This new coding strategy will be employed on future Gender Relations surveys, beginning in 2016.

attention [unwanted attempts to establish a sexual relationship], and sexual coercion [*quid pro quo* instances of specific treatment or favoritism conditioned on sexual cooperation]) and four behaviorally-based items measuring sexist behavior (verbal/nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the military member).

The SEQ-DoD was designed to gather information on perceived experiences of these behaviors rather than as a “crime index” of violations of DoD regulations regarding prohibited workplace behaviors. Perceived sexual harassment is by definition a subjective assessment of behaviors. The U.S. Code, Title 10, Armed Forces (10 U.S.C. § 1561) emphasizes that conduct constituting sexual harassment is unwelcome and dependent upon a “reasonable person” perception that the behavior constitutes a hostile or offensive working environment. The wording of the items in the SEQ-DoD captured whether the behaviors were unwelcome (e.g., made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it), but did not capture the member’s perception of the harassing nature of the behavior or whether the behavior was severe and/or pervasive (i.e., creating a hostile or offensive working environment). However, this measure had been the DoD-approved means of gathering information on sexual harassment and sexist behaviors since 2002 per USD(P&R) directive.<sup>21</sup> In 2014, RAND developed new measures of sex-based MEO experiences for the *2014 RMWS* that were designed to align with criteria for a DoD-based MEO violation. RAND developed the new measures of MEO violations that incorporate behaviors and follow-up criteria to derive prevalence rates.

### ***Behavioral Definition***

Following the *2014 RMWS* guidelines, DMDC used a two-step process to determine sex-based MEO violation prevalence rates. First, we ask questions about whether members experienced behaviors, prohibited by MEO policy, by someone from their military workplace and the circumstances of those experiences. Second, we categorized those behaviors into two types of MEO violations—sexual harassment and gender discrimination—to produce estimated prevalence rates for these two categories.

Similar to the multi-faceted requirements of the new UCMJ-based criminal measure of sexual assault, there are two requirements needed in the MEO measure for it to reach the level of being in violation of DoD policy (DoDD 1350.2). First, MEO offenses refers to a range of **Sex-Based MEO Violations** specified by DoDD 1350.2 and include indicating experiencing either sexual harassment (sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their military work. Second, the member also had to have indicated “yes” to one of the **follow-up items** that assess persistence and severity of the behavior. As shown in Figure 3, within the *2015 WGR*, the MEO measure fulfills the following two criteria—the member must experience one of the 15 behaviors and indicate “yes” to at least one follow-up probe.

<sup>21</sup> On 12 March, 2002, USD(P&R) approved the “DoD Sexual Harassment Core Measure” and directed it be used in all Service-wide and DoD-wide surveys that measure sexual harassment. Using classical test theory, item response theory, and factor analysis, the measure has been found to provide reliable estimates of gender-related experiences (Fitzgerald, Magley, Drasgow, & Waldo, 1999; Stark, Chernyshenko, Lancaster, Drasgow, & Fitzgerald, 2002).

**Figure 3.**  
**Two-Part Sex-Based MEO Violation Measure<sup>22</sup>**

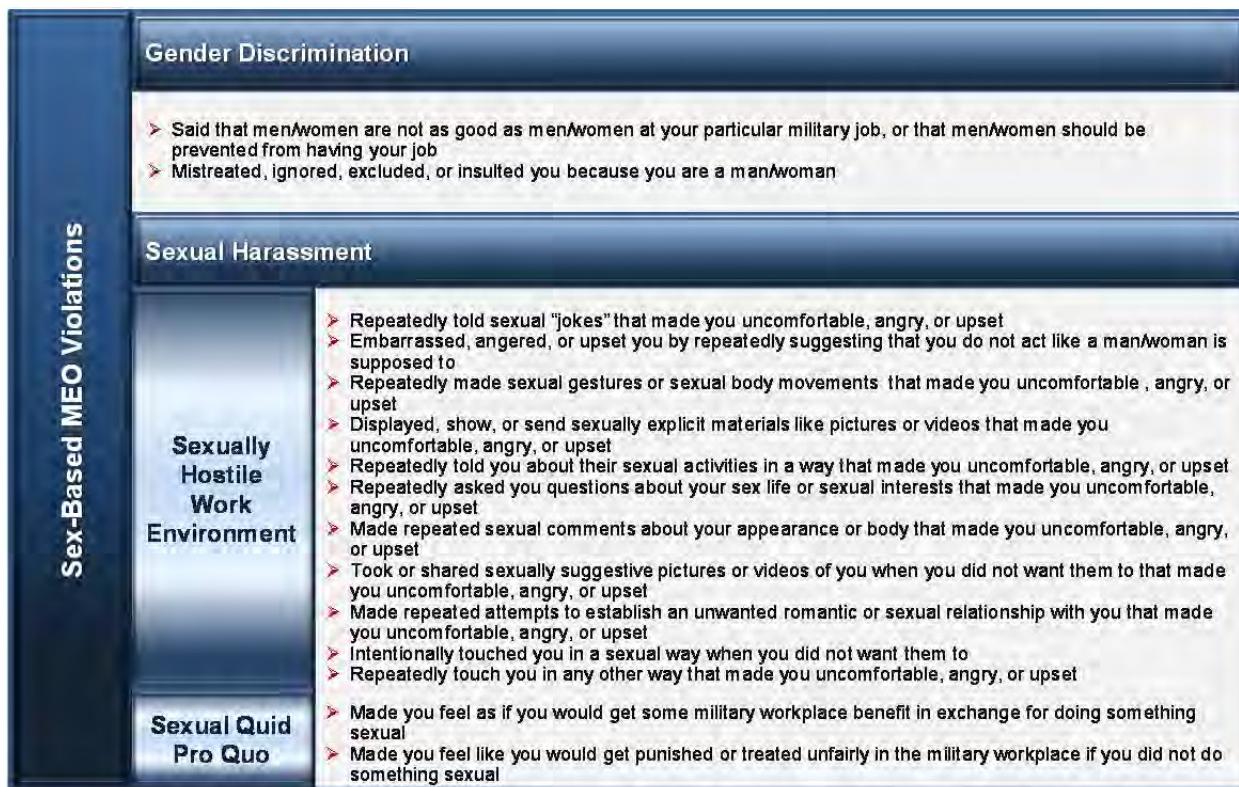
1 Sex-Based MEO Violations	2 Follow-Up Items
<ul style="list-style-type: none"> <li>➤ Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset</li> <li>➤ Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to</li> <li>➤ Repeatedly made sexual gestures or sexual body movements that made you uncomfortable , angry, or upset</li> <li>➤ Displayed, showed, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset</li> <li>➤ Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset</li> <li>➤ Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset</li> <li>➤ Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset</li> <li>➤ Took or shared sexually suggestive pictures or videos of you when you did not want them to and it made you uncomfortable, angry, or upset</li> <li>➤ Made repeated attempts to establish an unwanted romantic or sexual relationship with you and it made you uncomfortable, angry, or upset</li> <li>➤ Intentionally touched you in a sexual way when you did not want them to</li> <li>➤ Repeatedly touched you in any other way that made you uncomfortable, angry, or upset</li> <li>➤ Said that men/women are not as good as men/women at your particular military job, or that men/women should be prevented from having your job</li> <li>➤ Mistreated, ignored, excluded, or insulted you because you are a man/woman</li> <li>➤ Made you feel as if you would get some military workplace benefit in exchange for doing something sexual</li> <li>➤ Made you feel like you would get punished or treated unfairly in the military workplace if you did not do something sexual</li> </ul>	<ul style="list-style-type: none"> <li>➤ They continued this unwanted behavior even after they knew that you or someone else wanted them to stop</li> <li>➤ This was severe enough that most men/women in the military would have been offended</li> <li>➤ Their beliefs about men/women harmed or limited your military job/career</li> <li>➤ This treatment harmed or limited your military job/career</li> <li>➤ They told you that they would give you a reward or benefit for doing something sexual.</li> <li>➤ They hinted that you would get a reward or benefit for doing something sexual.</li> <li>➤ Someone else told you they got benefits from this person by doing sexual things.</li> </ul>

### **Estimated Prevalence Rates**

Using the stepwise criteria shown in Figure 3, the *2015 WGRR* breaks down the **Sex-Based MEO Violations** into two categories which are discussed in this report—**Sexual Harassment** and **Gender Discrimination**. These categories are shown in Figure 4. **Sexual Harassment** includes individuals who indicated “yes” to any of the items assessing **Sexually Hostile Work Environment** or items that assess **Sexual Quid Pro Quo** behaviors. **Gender Discrimination** includes individuals who indicated “yes” to either of the items that assess discriminatory behaviors. Estimated prevalence rates for all of these gender-based MEO violations are presented in this report. Additionally, since the *2015 WGRR* uses comparable MEO measures as the *2014 RMWS*, DMDC is able to provide DoD with comparisons between these points in time (2014 vs. 2015).

<sup>22</sup> The *2015 WGRR* survey tailored question stems and survey responses to each respondent based on his/her gender.

**Figure 4.**  
*Estimated Sex-Based MEO Violation Prevalence Rates*



### Outcomes Associated With Reporting a Sexual Assault

The Department strives to create an environment where military members feel comfortable and safe reporting a potential sexual assault to a military authority. One area the Department has been monitoring is repercussions, i.e., retaliatory behavior, as a result of reporting a sexual assault. Specifically, two forms of retaliatory behaviors have been outlined: professional reprisal and ostracism/maltreatment. Professional reprisal, as defined in law and policy, is a personnel or other unfavorable action taken by the chain of command against an individual for engaging in a protected activity. Ostracism and maltreatment, however, can be negative behaviors, such as actions of social exclusion or misconduct against the member taken either by peers or an individual in a position of authority, because the military member reported, or intends to report, a criminal offense. The Department's ability to deter retaliatory behavior was strengthened by section 1714 of the NDAA for FY 2014, enhancing the protections in section 1034 of Title 10, USC, for military members reporting criminal offenses. Protections were also strengthened for military members by section 1709, which requires the promulgation of regulations to punish retaliatory behaviors.

Survey results on rates of perceived experiences of members who made a report of sexual assault have been relatively constant for both types of retaliatory behavior since first measured in 2006.

Specifically, survey findings have consistently shown that more than half of female members<sup>23</sup> who made an unrestricted report perceived some amount of retaliatory behavior.<sup>24</sup> Therefore, in 2015, the Secretary of Defense determined that more detailed information was needed on the circumstances of these perceived experiences. As a result, the Secretary of Defense directed “that we develop a DoD-wide comprehensive strategy to prevent retaliation against Service members who report or intervene on behalf of victims of sexual assault and other crimes.”<sup>25</sup>

This increased focus led to a number of new initiatives, including the revision of survey measures to be consistent with the directives prohibiting retaliation and behaviors that allow for Departmental action.<sup>26</sup> To develop the new comprehensive measures, SAPRO assembled a Retaliation Roundtable which included subject matter experts from across the Department, including representatives from each Service. The goal was to create a detailed set of survey items that more accurately measure perceptions of ostracism/maltreatment and professional reprisal so that these potential outcomes associated with reporting a sexual assault could be better addressed by the Department.

### ***Construction of Retaliation Items***

DMDC worked closely with the Services and DoD Stakeholders to design behaviorally-based questions that would better capture perceptions of a range of outcomes resulting from the report of a sexual assault. The resulting bank of questions were designed to measure negative behaviors a member may have experienced as a result of making a sexual assault report and to account for additional motivating factors as indicated by the member that are consistent with prohibited actions of professional reprisal, ostracism, and maltreatment in the UCMJ and military policies and regulations. In this way, these questions are able to provide the Department with perceived experiences of the respondents for each of the different types of possible retaliatory behaviors as well as various “roll up” scales to obtain broader understanding of the issue. These items were reviewed and approved by all Services via the Retaliation Roundtable convened by SAPRO in June 2015.

Survey questions are only able to provide a general understanding of the self-reported outcomes that may constitute reprisal, ostracism, or maltreatment and therefore we refer to such outcomes as “perceived.” Ultimately, only the results of an investigation (which takes into account all legal aspects, such as the intent of the alleged perpetrator) can determine whether self-reported negative behaviors meet the requirements of prohibited retaliation. The estimates presented in this report reflect the members’ perceptions about a negative experience associated with their reporting of a sexual assault and not necessarily a reported or legally substantiated incident of retaliation. As such, rates for these items are caveated as “perceived.”

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<sup>23</sup> Data for men were not reportable due to the small number of male respondents in this category.

<sup>24</sup> DMDC (2012), DMDC (2014a), (Morral, Gore, & Schell, 2014).

<sup>25</sup> Secretary of Defense (2015, May 1)

<sup>26</sup> The implementation of Section 1709(a) of the NDAA for FY 2014 requires the Secretary of Defense to prescribe regulations, or require the Secretaries of the military departments to prescribe regulations, that prohibit retaliation against an alleged victim or other member of the Armed Forces who reports a criminal offense. The section further requires that violation of those regulations be punishable under Article 92 of the UCMJ, 10 U.S.C. § 892 (2012).

Prior to categorizing members as experiencing “perceived” reprisal, ostracism, and/or maltreatment, members had to indicate experiencing a “potential” retaliatory action and/or behavior. Specifically, the member had to indicate experiencing any behavior consistent with professional reprisal or ostracism/maltreatment which would precede the questions to ascertain the member’s perception of the motivating factors of that perceived retaliatory behaviors. Therefore, there may be higher percentages of members who indicated experiencing “potential” behaviors, but they do not, on their own, reflect a “rate.” “Perceived” actions and/or behaviors are those retaliatory behaviors where potential behaviors were experienced AND additional motivating factors as indicated by the member were present. Construction of perceived reprisal, ostracism, and maltreatment rates are based on general policy prohibitions and should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors and requirements of retaliation and in the absence of an investigation being conducted to determine a verified outcome.

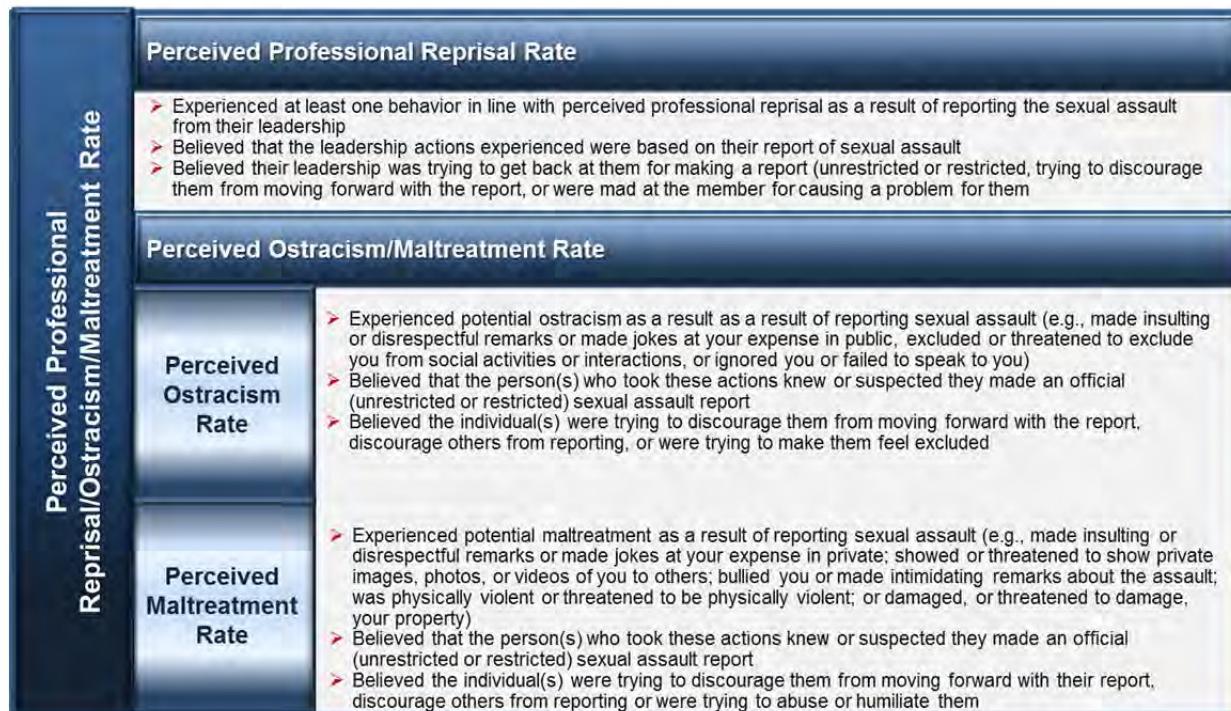
***Perceived Professional Reprisal.*** Reprisal is defined as “taking or threatening to take an adverse personnel action, or withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported a criminal offense.”<sup>27</sup> Per the definition in law and policy, reprisal may only occur if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the member who reported a crime. As depicted in Figure 5, the estimated *Perceived Professional Reprisal* rate in the *2015 WGRR* is a summary measure reflecting whether members indicated they perceived experiencing a behavior consistent with potential reprisal as a result of reporting a sexual assault, (i.e., the action taken was not based on conduct or performance). Further, the member must believe leadership took these actions for a specific set of reasons: because they were trying to get back at the member for making an official report (restricted or unrestricted), leadership was trying to discourage the member from moving forward with their report, or leadership was angry at the member for causing a problem for them.

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<sup>27</sup>Military Whistleblower Protection Act (10 U.S.C. 1034); Section 1709(a) of the NDAA for FY 2014 requires regulations prohibiting retaliation against an alleged victim or other member of the Armed Forces who reports a crime, and requires that violations of those regulations be punishable under Article 92.

**Figure 5.**

***Construction of Estimated Perceived Professional Reprisal/Ostracism/Maltreatment Rate as Retaliatory Behaviors***



**Perceived Ostracism.** Implementing strategies to eliminate retaliatory behaviors such as ostracism presents some challenges to the Department. For example, enacting prohibitions against ostracism within the context of retaliation requires a specific set of criteria in order to maintain judicial validation against the limitations on the freedom of disassociation. Therefore, the Services crafted policies which implement the regulation of these prohibitions against ostracism outlined in statute 1709(a). In the *Report on Prohibiting Retaliation Against an Alleged Victim or Other Member of the Armed Forces Who Reports a Criminal Offense*, the Department states that “the punitive Service regulations issued in accordance with section 1709(a) of the NDAA for FY 2014 as supplemented by existing UCMJ articles that can be applied to some specific aspects of retaliation—such as Article 93’s prohibition of maltreatment and Article 133’s prohibition of misconduct by commissioned officers, cadets, and midshipmen—are the optimal means of criminalizing retaliation against victims or other members of the Armed Forces who report criminal offenses.”<sup>28</sup>

Although the interpretation of ostracism varies slightly across the DoD Services, in general, ostracism may occur if retaliatory behaviors were taken either by a member’s military peers or by leadership. Examples of ostracism include improper exclusion from social acceptance, activities, or interactions; denying privilege of friendship due to reporting or planning to report a crime; blaming the military member for the report or assault; and/or subjecting the military member to insults or bullying. As depicted in Figure 5, the estimated *Perceived Ostracism* rate

<sup>28</sup> Department of Defense (2014).

in the 2015 WGRR is a summary measure reflecting whether, as a result of reporting a sexual assault, members perceived at least one behavior consistent with potential ostracism: someone made insulting or disrespectful remarks or made jokes at the member's expense in public, excluded or threatened to exclude the member from social activities or interactions, or ignored the member or failed to speak to them. To be included in this estimated rate, members also needed to indicate they perceived that at least one person who took the action knew or suspected the member made an official (unrestricted or restricted) sexual assault report and they believed that person(s) was trying to discourage them from moving forward with their report, discourage others from reporting, or was trying to make the member feel excluded.

**Perceived Maltreatment.** In the context of retaliation, perceived maltreatment prohibitions must include a specific set of criteria in order to maintain judicial validation against the limitations on the freedom of disassociation. As with perceived ostracism, the Services crafted regulations making certain behavior punitive under Article 92, of the UCMJ, as mandated by Section 1709(a).<sup>29</sup> Cruelty, oppression, and maltreatment are acts that occur without a valid military purpose, and may include physical or psychological force or threat or abusive or unjustified treatment that results in physical or mental harm. For the purposes of this report, the construct of "cruelty, oppression, and maltreatment" are referenced broadly as "maltreatment."<sup>30</sup>

As depicted in Figure 5, the estimated *Perceived Maltreatment* rate is a summary measure reflecting whether, as a result of reporting a sexual assault, members perceived experiencing at least one behavior consistent with potential maltreatment: someone made insulting or disrespectful remarks or made jokes at the member's expense in private; showed or threatened to show private images, photos, or videos of them to others; bullied the member or made intimidating remarks about the assault; was physically violent with the member or threatened to be physically violent; or damaged or threatened to damage the member's property. To be included in this estimated rate, members also needed to indicate that at least one person who took the action knew or suspected the member made an official (unrestricted or restricted) sexual assault report and they believed that person(s) was trying to discourage them from moving forward with their report, discourage others from reporting, or was trying to abuse or humiliate the member.

**Perceived Ostracism/Maltreatment.** By regulations, ostracism/maltreatment is defined as "ostracism and acts of maltreatment committed by peers or a member of the Armed Forces or by other persons because the member reported a criminal offense."<sup>31</sup> As depicted in Figure 5, the estimated *Perceived Ostracism/Maltreatment* rate is an overall measure reflecting whether members reported experiencing behaviors and other actions by other military members or DoD civilians in order to fulfill requirements for inclusion in the estimated rate for either *Perceived Ostracism* and/or *Perceived Maltreatment*. This estimated overall rate also includes members who indicated experiencing some other negative action as a result of reporting a sexual assault and indicated other motivating factors consistent with ostracism and/or maltreatment.

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<sup>29</sup> Department of Defense (2014).

<sup>30</sup> Maltreatment as used in this survey comprises both maltreatment in the context of reporting an offense and under Article 93 of the UCMJ.

<sup>31</sup> Section 1709(a) of the NDAA for FY 2014 requires regulations prohibiting retaliation against an alleged survivor or other member of the Armed Forces who reports a crime, and requires that violations of those regulations be punishable under Article 92.

Criteria include experiencing perceived potential ostracism and/or potential maltreatment as a result of reporting a sexual assault including experiencing some other negative action, believing that the person(s) who took these actions knew or suspected they made an official (unrestricted or restricted) sexual assault report, and believing the individual(s) were trying to discourage them from moving forward with the report, or discourage others from reporting, were trying to make them feel excluded, or were trying to abuse or humiliate them.

***Perceived Professional Reprisal and/or Perceived Ostracism/Maltreatment.*** As depicted in Figure 5, the estimated overall *Perceived Professional Reprisal and/or Perceived Ostracism/Maltreatment* rate is an overall measure reflecting whether members reported experiencing *Perceived Professional Reprisal, Perceived Ostracism, and/or Perceived Maltreatment* by leadership or other military members or DoD civilians as a result of reporting a sexual assault.

## Overview of Report

### ***Survey Content by Chapter***

The principal purpose of the *2015 WGRR* is to report estimated prevalence rates of sexual assault, sexual harassment, and gender discrimination as well as to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors and improve the gender relations climate between men and women. The long form of the survey<sup>32</sup> covered a number of additional topics, including members' perceptions of SAPR programs, the willingness to intervene in situations, and the perceptions of prevalence of sexual assault and sexual harassment in the military and the nation. The *2015 WGRR* included questions regarding members' experiences of sexual harassment and gender discrimination as well as UCMJ-based sexual assault experiences in the past 12 months. This defined time reference made it clear to respondents when to include a particular behavior while responding to these questions in the survey. Topics covered in this report are organized into the following chapters:

- Chapter 2 provides information on the survey methodology including details on the sampling and weighting strategies used for the *2015 WGRR*.
- Chapter 3 covers topics of sexual assault, including specific behaviors experienced and estimated prevalence rates in the past 12 months; and sexual assault experiences since entering the military, prior to entering the military, and within their lifetime.
- Chapter 4 provides details about the “one situation” of sexual assault in the past 12 months that had the greatest effect on members. Included is information about the circumstances pertaining to the most serious experience of sexual assault, such as specific behaviors indicated as experienced; location and time (e.g., duty hours, on leave) of the assault; characteristics of alleged offender(s); drug and alcohol involvement; threats

<sup>32</sup> There were two forms of the *2015 WGRR*—the short form and the long form. The short form contained survey items used to assess MEO violations, UCMJ-based sexual assault, and details of the sexual assault that had the greatest impact on the survivor. This form was used on the paper survey. The long form contained all of the items on the short form, but also included additional topics on perceptions of SAPR programs, bystander intervention, and comparisons between sexual assault and sexual harassment in the military versus the nation.

received; use of force; experiences of stalking, harassment, and assault before or after the situation; whether behaviors were reported, and reasons for reporting or reasons for not reporting; whether members would make the same decision to report in retrospect; and indications of perceived reprisal, maltreatment and ostracism in response to reporting a sexual assault.

- Chapter 5 includes experiences of sex-based MEO violations in the past 12 months. Included are estimated prevalence rates for perceived sexual harassment and gender discrimination.
- Chapter 6 provides details about the “one situation” of sex-based MEO violations in the past 12 months that had the greatest impact on them. Information on the circumstances of the indicated experience(s) are provided, including characteristics of offender(s), whether the alleged offender(s) did similar actions to others, whether behaviors were reported, response to reporting, and reasons for not reporting.
- Chapter 7 addresses the training members receive on sexual assault prevention and response topics. Included are members’ perceptions of effectiveness of training in preventing sexual assault and the value of training in helping them deal with issues of sexual assault.
- Chapter 8 includes additional analyses on the continuum of harm within military sexual assault for Reserve component members.
- Chapter 9 concludes the report with additional descriptive analyses on reporting trends, gender differences in experiences of sexual assault, and differences in sexual assault behaviors experienced. This Chapter concludes with future directions for research.



## Chapter 2: Survey Methodology

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*Mr. Eric Falk, Mr. Timothy Markham, Ms. Margaret Coffey, Dr. Elizabeth P. Van Winkle, and Dr. Lindsay Rock*

In 2014, at the request of Congress, RAND conducted the *2014 Rand Military Workplace Study* (*2014 RMWS*) and re-evaluated how the Department measures sexual assault and sexual harassment. As a result of this evaluation, RAND constructed the *2014 RMWS* including new measures of sexual assault and military equal opportunity violations which meet elements of proof within the UCMJ and Departmental policy. DMDC adopted the *2014 RMWS* measure construction and weighting methods for the *2015 WGRR* with the exceptions discussed below.

### Differences Between 2015 WGRR and 2014 RMWS

#### Treatment of Missing Data and Construction of Composite Measures

While taking a survey, sometimes respondents fail to answer all survey questions. There are multiple ways to address missing responses including "hardcoding," where individual missing items are coded as "no" or "did not experience" in order to create identical denominators for the construction of a scale. This was the strategy used by RAND in the *2014 RMWS*. In 2013, DMDC implemented policies to limit the use of hardcoding, particularly when applied to items measuring behaviors; DMDC does not assume to know the meaning behind a missing response to these items.

The composite measures for sexual assault and MEO violations are built with the following rules: Respondents are coded as "Experienced" if they endorsed experiencing one or more behaviors (i.e., behavior experienced and any legal requirement met). Respondents are coded as "Not experienced" if they actively endorsed "No" for every item in the composite measure, meaning that they did not experience any behavior. This treatment of missing items is different from what was done in the *2014 RMWS*. For the *2014 RMWS*, RAND required that respondents answer 50% of the items to be included in the composite measures and, if this criteria was met, hardcoded missing responses to "Not Experienced" in the composite measure. Using the sexual assault measure as an example, if a respondent actively endorsed three "No" responses and had three "Missing" responses, they were coded as "Not experienced" in the final composite measure. DMDC recoded the 2014 rates to align with DMDC policy on hard coding and to allow for trending. As such, trended rates in this report reflect this recode.<sup>33</sup>

#### Changes to Eligibility Criteria: Separated Military Members

Because DOD Information Collection policy views military members who have separated from military service as members of the general public who require Office of Management and Budget (OMB) approval before they can be included in a DoD survey, DoD survey regulations limit the surveying of these members without additional approvals required by the OMB under the Paperwork Reduction Act. The WGR surveys are targeted towards DoD personnel and are not

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<sup>33</sup> There were minimal differences between the hardcoded and non-hardcoded versions of the rates. See DMDC (2016b) for additional information on how these recodes impact the trended rates.

designed for surveying members of the general public (e.g., those who have left military service and DoD contractors). To ensure the *2015 WGRR* did not inadvertently survey retired or separated members, an eligibility item was included in the survey to filter out members who may have separated or retired after sample design but prior to survey fielding. If a respondent indicated they had separated or retired, they are not asked additional items and received a sample disposition code of ‘survey ineligible.’ The *2014 RMWS* did not have this additional eligibility item and therefore RAND may have picked up responses from retired or separated members. For the *2015 WGRR*, only 1,338 (0.3%) sample members identified as retired or separated and were coded as ineligible, thus having little impact on the survey estimates.

### Changes to Base Coding

During review and assessment of the *2014 RMWS*, DMDC recognized a coding discrepancy in the Sexually Hostile Work Environment rate construction. This measure feeds into the Sexual Harassment measure, as detailed in chapter 1. Specifically, construction of the Sexually Hostile Work Environment Rate requires endorsement of one of the sexual harassment behaviors (Q6-Q16). To be in the rate, the respondent had to indicate contingency items that the behavior made them uncomfortable, angry, or upset (Q6); indication that the offender continued the unwanted behavior even after they knew you or someone else wanted them to stop (Q24); or an indication that most men/women would have been offended by the action (Q25). To illustrate the coding error, we will use “someone from work repeatedly told sexual ‘jokes’ that made you uncomfortable, angry, or upset” (Q6) and its contingency items (Q24/Q25). When a respondent answers “Yes” to “sexual ‘jokes’” (Q6) and missing to the pervasive (Q24) and “Yes” to severe (Q25), the respondent was coded as ‘missing’ in the final composite measure.

After discussions with RAND statisticians, it was determined this was a coding error in the *2014 RMWS*, though it did not apply to many respondents and therefore had a negligible impact on the rates. DMDC corrected this error for 2015 and 2014 data. To continue the example, if someone indicated experiencing a behavior (Q6) and met the legal requirement of pervasive or severe (Q24/Q25), they are coded as ‘experienced’ in the final variable construction.

### 2015 WGRR Methodology

This section describes the scientific methodology used for *2015 WGRR* including the statistical design, survey administration, and analytical procedures. A copy of the *2015 WGRR* survey instrument is provided as Appendix D. DMDC conducts cross-component surveys that provide leadership with assessments of attitudes, opinions, and experiences of the entire population of interest using standard scientific methods. DMDC’s survey methodology meets, and often exceeds, industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. DMDC adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).<sup>34</sup>

<sup>34</sup> AAPOR’s “Best Practices” state that, “virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability” ([http://aapor.org/Best\\_Practices1/4081.htm#best3](http://aapor.org/Best_Practices1/4081.htm#best3)). DMDC has

## Statistical Design

Although DMDC has used industry standard scientific survey methodology for many years, it is important to clarify how scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Appendix E contains frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including DMDC. The survey methodology used on prior WGRR surveys has remained largely consistent across time, which allows for comparisons across survey administrations. In addition, the scientific methods used by DMDC have been validated by independent organizations (e.g., RAND, GAO).<sup>35</sup> The methodology for selecting the *2015 WGRR* sample, based on a stratified random sampling, is the same as in prior years. However, the methodology used for weighting the respondents to the population is different. To maintain comparability, DMDC decided to use the generalized boosted models (GBM) used by RAND, for this administration, which adjust for nonresponse by predicting responses to key survey measures (e.g. sexual assault) on the survey as well as predicting survey response. DMDC, in collaboration with Westat statisticians, developed estimated GBM models to create the final statistical weights. More details about the complex weighting can be found below and in the *2015 Workplace and Gender Relations Survey of Reserve Component Members: Statistical Methods Report* (DMDC 2106a).

## Sampling Design

DMDC uses known population characteristics, expected response rates from prior surveys, and an optimization algorithm for determining sample sizes needed to achieve desired precision levels. For the *2015 WGRR*, DMDC substantially increased the sample sizes to ensure accurate estimates of important rare events (e.g., sexual assault; sexual harassment; gender discrimination; and perceived experiences of professional reprisal, ostracism, and/or maltreatment as a result of reporting a sexual assault). Overall, the sample size was designed to ensure there are enough respondents who submit completed surveys in order to make generalizations to the full Reserve component force. The target population for the *2015 WGRR* consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR; Title 10 and Title 32), or Individual Mobilization Augmentee (IMA), programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR), who were below flag rank. Single-stage, nonproportional stratified random sampling procedures were used in the *2015 WGRR*.

In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male

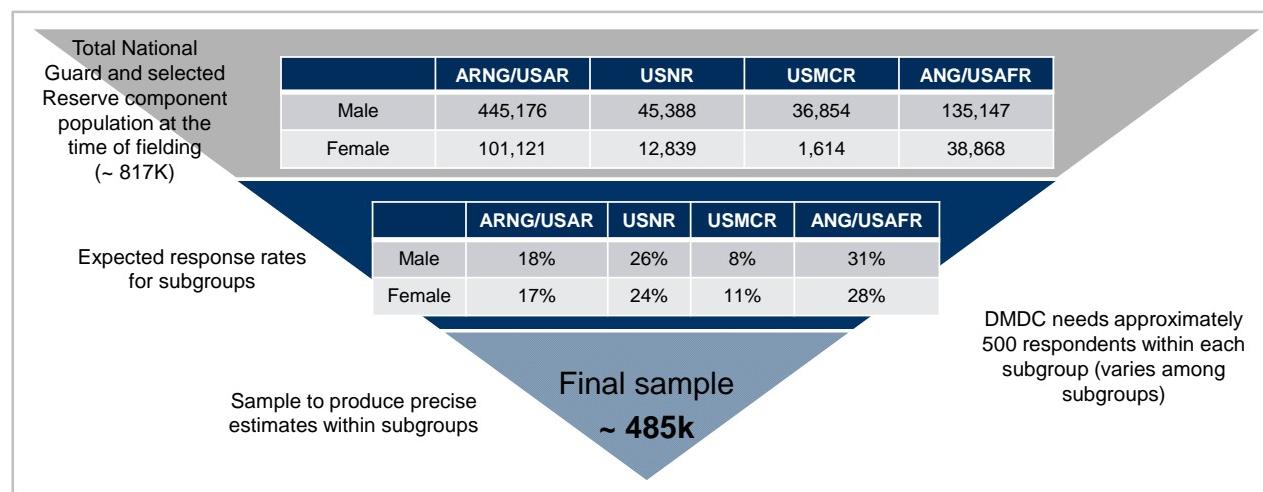
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conducted surveys of the military and DoD community using these “Best Practices” for over 25 years, tailored as appropriate for the unique design needs of specific surveys, such as the census of women in the *2015 WGRR*.

<sup>35</sup> In 2014 an independent analysis of the methods used for a 2012 survey on gender relations in the active duty force, which aligns with methods used in the *2015 WGRR*, determined that “[DMDC] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*.” (Morral, Gore, & Schell, 2014, p. 3). In 2010, GAO conducted an evaluation of DMDC’s methods. While they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, recommendations on conducting non-response bias analyses were accepted by DMDC and are now standard products for DMDC surveys (GAO-10-751R Human Capital).

ARNG personnel in one group, all female ARNG personnel in another). Members are chosen at random within each group so that all eligible military members have an equal chance of selection to participate in the survey. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses (approximately 500) to provide reliable estimates for these small population subgroups. For this survey, the sample consisted of 485,774<sup>36</sup> individuals drawn from the sample frame constructed from DMDC's *Reserve Component Common Personnel Data System*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., e-mails or telephone calls to the data collection contractor) that they were not in a Reserve component as of the first day of the survey, 10 August 2015 (0.33% of sample). Details of the sampling strategy used in the *2015 WGRR* are shown in Figure 6.

**Figure 6.**  
*2015 WGRR Stratified Sample Design*



### **Survey Administration**

Data were collected using paper and web survey instruments with procedures designed to maximize response rates. The survey administration process began on 7 August 2015, with the opening of the survey website.<sup>37</sup> On 10 August 2015, e-mail announcements were sent to sample members. A notification letter was sent via postal mail to sample members on 14 August 2015. These notification letters explained why the survey was being conducted, how the survey

<sup>36</sup> In previous WGRR surveys, the goal was to measure sexual harassment and sexual assault and report out estimated rates by gender. In the *2015 WGRR*, the goal of the study was to report out sexual harassment and sexual assault rates; provide information for men who indicated experiencing a sexual assault, which was “Not Reportable” on prior surveys; and to provide estimates on perceived experiences of professional reprisal and ostracism/maltreatment for members who reported a sexual assault. These changes required an increase in the *2015 WGRR* sample size.

<sup>37</sup> E-mail notifications were sent by the Reserve components to their members to make them aware of the survey and encourage them to see if they were part of the survey sample by visiting the survey ticket look-up site. Some survey respondents who used the ticket look-up site were able to access/complete the survey prior to receiving the initial e-mail announcement from DMDC.

information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation.<sup>38</sup> The survey was administered via both Web (long form) and paper (short form). Figure 7 shows survey content by survey form. Paper surveys were sent to sample members who had not previously responded to the Web survey. The paper surveys were mailed from 17 September-13 October 2015.

**Figure 7.**  
*Survey Content by Survey Form*

Survey Sections	Web (Long Form)	Paper-And-Pen (Short Form)
Time reference	✓	✓
Gender-related MEO violations	✓	✓
Gender-related MEO violations with greatest effect	✓	
Experiences of sexual assault	✓	✓
Experiences of sexual assault with greatest effect	✓	✓
Outcomes associated with reporting the one sexual assault incident with the greatest effect	✓	✓
Personnel policy and practices	✓	
Your military workplace	✓	
Stress, health and well-being	✓	
Sexual assault/sexual harassment training	✓	
Reaction to sexual assault; and how are we doing	✓	

The 2015 WGRR web-based survey used “dynamic text” on the Web survey in the sections for sexual harassment, gender discrimination, and sexual assault to tailor question stems and survey responses to each respondent based on his/her gender as well as tailoring the survey to reflect dynamic “12-month prior dates” based on when the respondent started the survey. The 2015 WGRR paper-based survey also incorporated dynamic text in the sections for sexual harassment, gender discrimination, and sexual assault, which were tailored based on the gender of the respondent. A copy of the full survey is provided in Appendix D.

Data were collected between 10 August and 19 October 2015. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, DMDC received a certificate of confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure the respondent data are protected.<sup>39</sup>

<sup>38</sup> DMDC sent nine e-mail and three postal reminders for this survey. Postal and e-mail mailings stopped once the sample member submitted their survey or requested to opt out of receiving additional communications. Appendix F includes copies of the e-mail and postal notifications/reminders that were sent to sampled members.

<sup>39</sup> For this study, DMDC obtained a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) of the Department of Health and Human Services. This Certificate means that DMDC

### Data Weighting

DMDC scientifically weights the data so findings can be generalized to the full population of Reserve component and National Guard members. Within this process, statistical adjustments are made to ensure the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. DMDC typically weights the data based on an industry standard process that includes 1) assigning a base weight based on a selection probability, 2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and 3) adjusting for poststratification to known population totals.

For the *2015 WGRR*, DMDC collaborated with statisticians at Westat to mirror the Generalized Boosted Models (GBM) process used by RAND in the *2014 RMWS* (Morral, Gore, & Schell, 2014), which provided the advantage of extending the number of variables used in weighting and a more advanced method of estimating response propensities. The GBM weighting process follows the same steps as DMDC's standard weighting process, but involves additional details. Westat's GBM weighting: 1) assigns a base weight based on a selection probability, 2) performs nonresponse adjustment, which includes modeling the characteristics of a respondent to as many as six<sup>40</sup> survey questions (discrimination, sexual *quid pro quo*, hostile work environment, penetrative sexual assault, non-penetrative sexual assault, and attempted penetrative sexual assault) and using the model predicted probabilities to adjust weights by balancing the weights associated with the respondents and nonrespondents, and 3) adjusts (rakes) the weights from step two to known population totals. These forms of weighting produce survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The process of weighting for the *2015 WGRR* consists of following three steps (shown below) and a working example is depicted in Figure 8 (p. 26):

1. Adjustment for selection probability. Probability samples, such as the sample for this survey, are selected from lists and each member of the list has a known non-zero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.
2. Adjustment for nonresponse (two-step process): Develop a model for predicting an outcome to a critical question. Westat used GBM to model the propensity that each sample member experienced the six characteristics (e.g. penetrative sexual assault). For example, a female/E1–E4/Army/minority may have a predicted probability of

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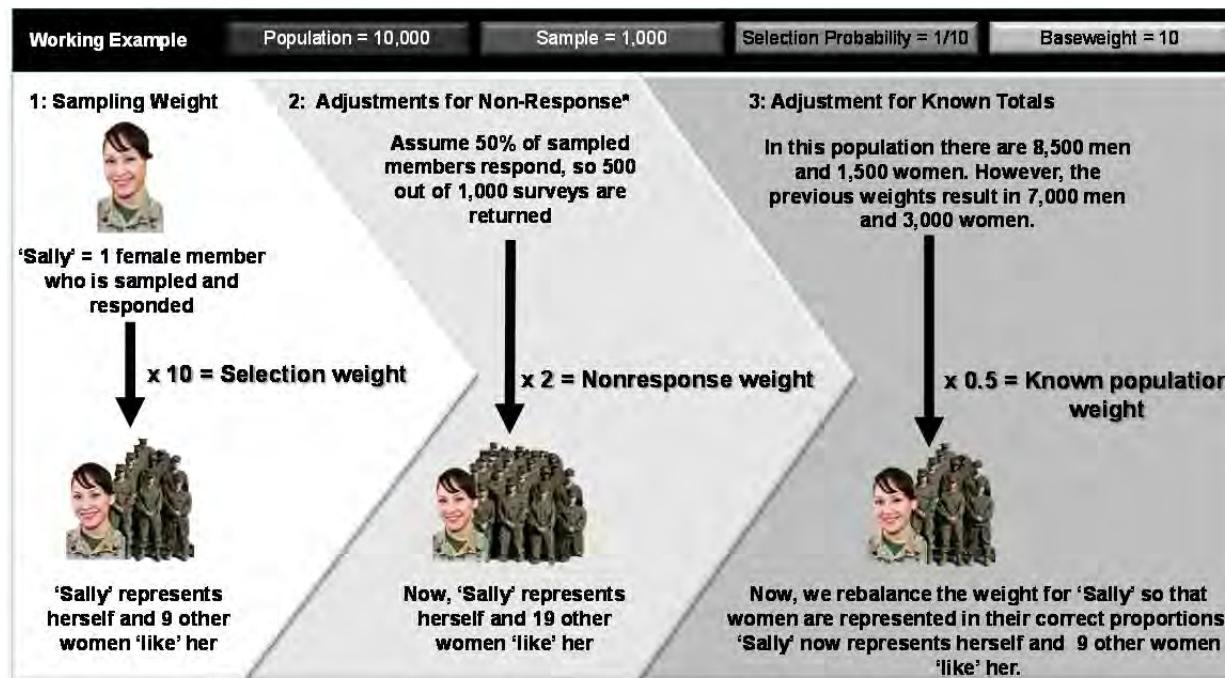
cannot be forced to disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative or other proceedings.

<sup>40</sup> Westat modeled six characteristics for females but only three characteristics for males due to the rarity of many experiences for males.

experiencing sexual assault of 4%, while a female/E1–E4/Navy/non-minority has a predicted probability of 2%. Next, Westat used GBM to model the response propensity of each member using the six characteristics modeled in step one. Details regarding the criteria used for selecting the best model are found in DMDC, 2016a.

3. Adjustment to known population values. After the nonresponse adjustments from step two are applied, weighted estimates will differ from known population totals (e.g., number of members in the Army). It is standard practice to adjust the weighted estimates to the known population totals to reduce both the variance and bias in survey estimates. Therefore, Westat performed a final weighting adjustment that exactly matches weighted estimates and known population totals for important demographic characteristics. Suppose the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents were 7,000 men and 3,000 women. To reduce this possible bias and better align with known population totals, we must adjust the weights by 1.21 for men and 0.5 for women such that the final weights for men and women to apply to the survey estimates would be 24.3 and 10, respectively, which provide unbiased estimates of the total and of women and men in the subgroup.

**Figure 8.**  
*Three-Step Weighting Process*



\*In reality a female O4–O6 is more likely to respond than a female E1–E3 and thus the adjustments would vary based on demographics. In practice, 'Sally' would represent a member among the 128 strata (e.g., Army National Guard, female, and E1–E4).

Table 1 shows the number of survey respondents and the response rate by subgroups. The weighted Total DoD response rate for the 2015 *WGRR* was 20%, which is typical for large DoD-wide surveys. This response rate was similar to the 22% response rate for the 2014 *RMWS* and the 23% response rate in 2012 *WGRR*. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number of members included in the sample, as well as differences in response rates.

**Table 1.**  
*2015 WGRR Counts and Weighted Response Rates*

Response Group	Number of Respondents	Weighted Response Rate (percent)
<b>Total DoD</b>	87,127	20
<b>Women</b>	34,706	23
ARNG	9,843	18
USAR	8,386	19
USNR	3,025	25
USMCR	329	21
ANG	7,465	37
USAFR	5,658	32
E1–E4	7,599	11
E5–E9	17,989	32
O1–O3/W1–W5	4,634	33
O4–O6	4,484	47
<b>Men</b>	52,421	19
ARNG	15,329	16
USAR	10,288	17
USNR	5,028	24
USMCR	3,673	12
ANG	11,730	31
USAFR	6,373	27
E1–E4	10,976	7
E5–E9	27,189	25
O1–O3/W1–W5	6,694	28
O4–O6	7,562	42

### **Analytical Procedures**

Results of the 2015 *WGRR* are presented at various levels within the report. For each section of the report, results are presented for survey year by gender (if applicable), as well as Reserve component by gender and paygrade by gender.

Definitions for reporting categories follow:

- Reserve Component—The categories include Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR).
- Paygrade—The categories include Junior Enlisted (E1–E4), Senior Enlisted (E5–E9), Junior Officers (O1– O3, W1–W5), and Senior Officers (O4–O6).
- Gender—Male or female.
- Survey Year—This category is self-explanatory.

### ***Presentation of Results***

Only statistically significant group comparisons are discussed in this report. Comparisons are generally made along a single dimension (e.g., Reserve component) at a time. In this type of comparison, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension.<sup>41</sup> For all statistical tests, DMDC uses ‘two-independent sample t-tests’ and then adjusts for multiple comparisons using the False Discovery Rate method (see DMDC, 2016a for additional information) to control for the number of statistical tests that are incorrectly determined to be significant (Type I errors). The results of comparisons generalize to the population because they are based on weighted estimates. Sexual assault and MEO prevalence rates presented in this section are estimates with applicable margins of error provided. Comparisons between the *2015 WGRR* and the *2014 RMWS* surveys are presented for the sexual assault and MEO prevalence rates. Caution should be taken when interpreting significant differences when an estimate is not reportable (i.e., NR). Though the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

The tables and figures in the report are numbered sequentially. Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. Each finding in the *2015 WGRR* is presented in graphical or tabular form along with its associated margin of error. The margin of error represents the precision of the estimate and the confidence interval coincides with how confident we are that the interval contains the true population value being estimated. For example, if it is estimated that 55% of individuals selected an answer and the margin of error was  $\pm 3$ , we often draw conclusions from this one sample that we are 95% confident that the interval 52% to 58% contains the unknown “true” population value being estimated. Because the results of comparisons are based on weighted results, the reader can assume that the results generalize to the Reserve component’s populations within the margin of error. The annotation “NR” indicates

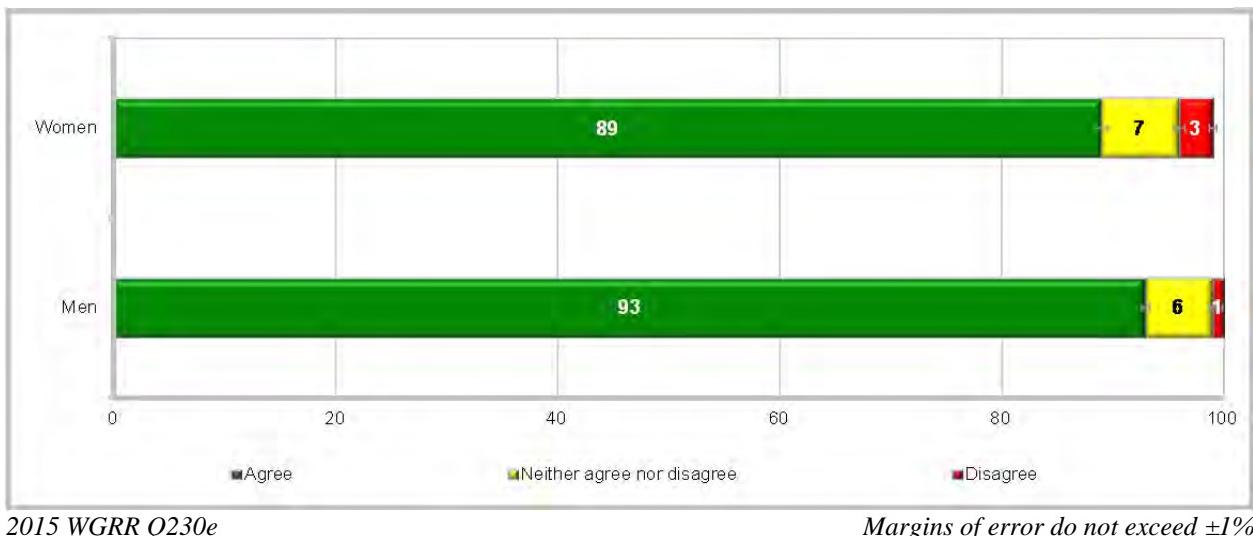
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<sup>41</sup> When comparing results within the current survey, the percentage of each subgroup is compared to its respective “all other” group (i.e., the total population minus the group being assessed). For example, responses of women in the ARNG are compared to the weighted average of the responses from women in the USAR, USNR, USMCR, ANG, and USAFR. For the estimated prevalence rates that are compared between the *2015 WGRR* and the *2014 RMWS*, analyses by year are made for men and women by comparing results for each analysis group in 2015 against the same group in 2014.

that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction and variability in weights. An “NR” presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Non stable estimates usually occur when only a small number of respondents contribute to the estimate.

Elongated bar charts in this report may not extend to the 100% end of the scale. This may be due to a few factors including rounding and NR estimates. As seen in the example Figure 9 below, there is a small space between the bar chart and the end of the chart for women. This is due to rounding. Additionally, some estimates might be so small as to appear to approach a value of 0. In those cases an estimate of less than 1 is displayed.

**Figure 9.**  
*Example Figure*



## Chapter 3: Estimated Sexual Assault Prevalence Rates

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*Dr. Lindsay Rock and Ms. Margaret Coffey*

### Introduction

This chapter examines Reserve component members' experiences of sexual assault. As described in Chapter 1, sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia and other sexually related areas of the body); and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).<sup>42</sup>

This chapter provides the estimated overall sexual assault prevalence rate as well as the estimated individual sexual assault prevalence rates for these three types of behaviors within the past 12 months.<sup>43</sup> Additionally, this chapter provides information for members' experiences of sexual assault prior to entering the military, since entering the military, and across their lifetime. All prevalence rates in this section are estimates that have corresponding margins of error. The prevalence rates that were assessed in the 2015 WGRR are presented separately for each gender by survey year (2015 and 2014), Reserve component, and paygrade.

### Estimated Past Year Sexual Assault Prevalence Rates

On the survey, Reserve component members were asked to think about events that happened in the past 12 months and were asked specifically about the following types of unwanted experiences in which someone:

- Put his penis into their vagina, anus, or mouth
- Put any object or any body part other than a penis into their vagina, anus, or mouth
- Made them put any part of their body or any object into someone's mouth, vagina, or anus when they did not want to
- Intentionally touched private areas of their body (either directly or through clothing)
- Made them touch private areas of their body or someone else's body (either directly or through clothing)
- Attempted to put a penis, an object, or any body part into their vagina, anus, or mouth, but no penetration actually occurred.

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<sup>42</sup> The 2015 WGRR survey tailored question stems and survey responses to each respondent based on his/her gender.

<sup>43</sup> For information regarding how the estimated sexual assault prevalence rate for the past 12 months was constructed, see Chapter 1.

This section provides the estimated overall roll up prevalence rates for members who indicated experiencing these behaviors, who met the UCMJ-based criteria for the sexual offense, and who indicated the offense happened within the past 12 months.

Figure 10 displays the estimated past-year sexual assault prevalence rate by gender for Reserve component members. Overall, 1.1% of Reserve component members indicated experiencing sexual assault in the past 12 months. This represents about 1 in 31 women (3.2%) and about 1 in 167 men (0.6%). Based on the 87,127 eligible respondents from estimated eligible population of 792,528 members, a constructed 95 percent confidence interval ranges from 7,636 to 9,137, with an estimated total of 8,386 Reserve component members who indicated experiencing a sexual assault in the past 12 months.

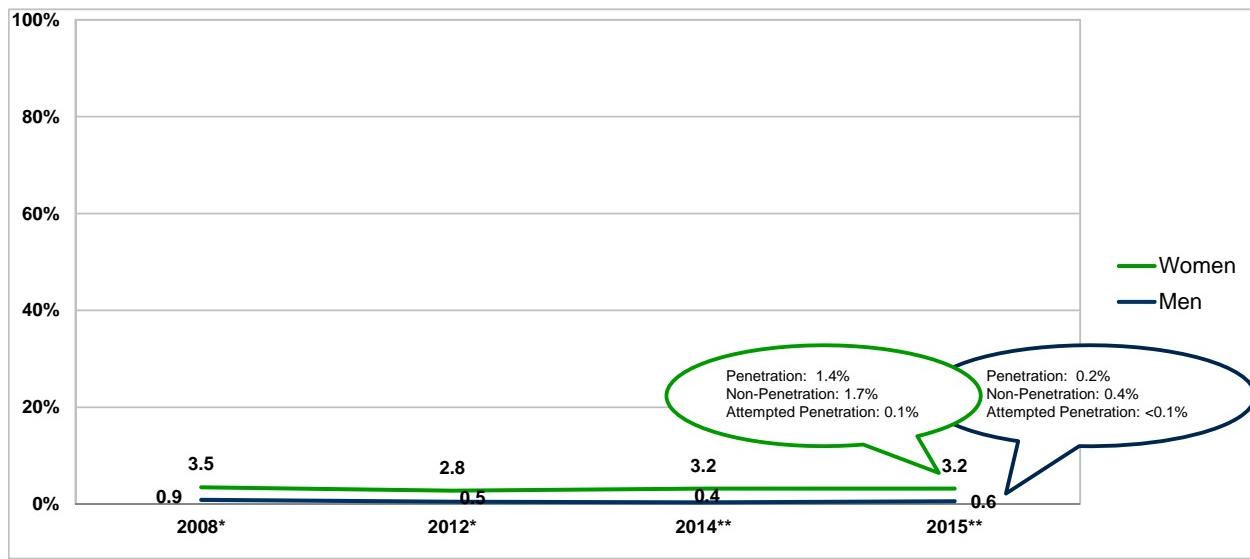
### **Estimated Overall Sexual Assault Prevalence Rates, by Gender and Year**

As shown in Figure 10, in 2015, 3.2% of Reserve component women and 0.6% of Reserve component men indicated experiencing sexual assault in the past year. These estimated rates have remained statistically unchanged for both women and men compared to 2014. Although data are presented for 2012 and 2008, no direct comparisons can be made between rates prior to 2014 because of measurement differences.

Looking at the specific behavior breakdown, 1.4% of Reserve component women indicated they experienced penetrative sexual assault, 1.7% indicated it was non-penetrative sexual assault, and 0.1% indicated it was attempted penetrative sexual assault (Figure 10).<sup>44</sup> For Reserve component men, 0.2% indicated they experienced penetrative sexual assault, 0.4% indicated it was non-penetrative sexual assault, and <0.1% indicated it was attempted penetrative sexual assault. For men, the rate of penetrative sexual assault in 2015 (0.2%) was significantly higher than penetrative rates for men in 2014 (<0.1%), however the overall rate of 0.2% remained very low. Significant differences between components and paygrades follow.

<sup>44</sup> The estimated prevalence rates for the three categories of sexual assault use a hierarchical system—penetrative sexual assault, non-penetrative sexual assault, and attempted penetrative sexual assault. Penetrative sexual assault includes individuals who indicated “yes” to any of the items that assess penetration of the vagina, anus, or mouth. Non-penetrative sexual assault includes individuals who indicated “yes” to either of the screener items that assess unwanted sexual touching and were not previously counted as penetrative sexual assault. Attempted penetrative sexual assault includes individuals who indicated “yes” to the item that assesses attempted sexual assault and were not previously counted as having experienced either penetrative sexual assault or non-penetrative sexual assault.

**Figure 10.**  
*Estimated Sexual Assault Rate, by Gender and Year*



WGRR 2015 Q67-Q160, Q201-Q203.

Margins of error range from 0.2±% to ±4.8%

\*Survey used the USC measure

\*\*Survey used the sexual assault measure.

### Specific Breakouts for Women, by Reserve Component

- **Sexual Assault.** In 2015, women in the ARNG (3.8%) were more likely than women in the other Reserve components to indicate experiencing sexual assault in the past year, whereas women in the ANG (1.9%) and USAFR (1.8%) women were less likely (Table 2).
- **Penetrative Sexual Assault.** In 2015, women in the ANG (0.9%) and USAFR (0.6%) were less likely than women in the other Reserve components to indicate the behavior they experienced was *penetrative sexual assault*.
- **Non-Penetrative Sexual Assault.** In 2015, women in the ARNG (2.1%) were more likely than women in the other Reserve components to indicate the behavior they experienced was *non-penetrative sexual assault*, whereas women in the ANG (0.9%) and USAFR (1.1%) were less likely.
- **Attempted Penetrative Sexual Assault.** In 2015, women in the USMCR (<0.1%) were less likely than women in the other Reserve components to indicate the behavior they experienced was *attempted penetrative sexual assault*.

### Specific Breakouts for Men, by Reserve Component

- **Sexual Assault.** In 2015, men in the ANG (0.3%) and USAFR (0.2%) were less likely than men in the other Reserve components to indicate experiencing sexual assault in the past year (Table 2).

- **Penetrative Sexual Assault.** In 2015, men in the USAFR (0.1%) were less likely than men in the other Reserve components to indicate the behavior they experienced was *penetrative sexual assault*.
- **Non-Penetrative Sexual Assault.** In 2015, men in the ANG and USAFR (both 0.2%) were less likely than men in the other Reserve components to indicate the behavior they experienced was *non-penetrative sexual assault*.
- **Attempted Penetrative Sexual Assault.** In 2015, there were no significant differences between components for *attempted penetrative sexual assault*.

**Table 2.**

*Percent of Reserve Component Members Who Indicated Experiencing Sexual Assault in the Past 12 Months and the Type of Behavior Experienced, by Gender by Reserve Component*

Within Reserve Component Comparisons	Percent Indicating Experienced						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Higher Response						
<b>Women</b>							
Sexual Assault Rate	3.2	3.8	3.7	3.1	3.7	1.9	1.8
<b>Details of Behavior Experienced</b>							
Penetrative Sexual Assault	1.4	1.6	1.7	1.4	2.4	0.9	0.6
Non-Penetrative Sexual Assault	1.7	2.1	1.9	1.6	1.3	0.9	1.1
Attempted Penetrative Sexual Assault	0.1	0.1	0.1	<0.1	<0.1	0.1	0.1
Margins of Error	±0.1% - 0.3%	±0.1% - 0.6%	±0.2% - 0.6%	±0.2% - 1%	±<0.1% - 4.9%	±0.1% - 0.4%	±0.2% - 0.4%
<b>Men</b>							
Sexual Assault Rate	0.6	0.7	0.7	0.5	0.6	0.3	0.2
<b>Details of Behavior Experienced</b>							
Penetrative Sexual Assault	0.2	0.2	0.2	0.2	0.2	0.1	0.1
Non-Penetrative Sexual Assault	0.4	0.5	0.4	0.2	0.4	0.2	0.2
Attempted Penetrative Sexual Assault	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1	<0.1
Margins of Error	±0.1% - 0.2%	±0.1% - 0.3%	±<0.1% - 0.3%	±<0.1% - 0.4%	±<0.1% - 0.4%	±<0.1% - 0.2%	±<0.1% - 0.2%

Note. WGRR 2015 Q67-Q160, Q201-Q203.

### **Specific Breakouts for Women, by Paygrade**

- **Sexual Assault.** In 2015, junior enlisted women (4.1%) were more likely than women in the other paygrades to indicate experiencing sexual assault in the past year, whereas senior enlisted members (2.8%), junior officers (2.4%), and senior officers (1.2%) were less likely (Table 3).

- **Penetrative Sexual Assault.** In 2015, junior enlisted women (2.1%) were more likely than women in the other paygrades to indicate the behavior they experienced was *penetrative sexual assault*, whereas senior enlisted members (0.9%), junior officers (0.8%), and senior officers (0.5%) were less likely.
- **Non-Penetrative Sexual Assault.** In 2015, senior officers (0.6%) were less likely than women in the other paygrades to indicate the behavior they experienced was *non-penetrative sexual assault*.
- **Attempted Penetrative Sexual Assault.** In 2015, there were no significant differences between paygrades for *attempted penetrative sexual assault*.

### **Specific Breakouts for Men, by Paygrade**

- **Sexual Assault.** In 2015, junior enlisted men (0.9%) were more likely than men in the other paygrades to indicate experiencing sexual assault in the past year, whereas senior enlisted members (0.5%), junior officers (0.1%), and senior officers (0.2%) were less likely (Table 3).
- **Penetrative Sexual Assault.** In 2015, junior officer men (<0.1%) were less likely than men in the other paygrades to indicate the behavior they experienced was *penetrative sexual assault*.
- **Non-Penetrative Sexual Assault.** In 2015, junior enlisted men (0.6%) were more likely than men in the other paygrades to indicate the behavior they experienced was *non-penetrative sexual assault*, whereas junior officers (0.1%) and senior officers (0.2%) were less likely.
- **Attempted Penetrative Sexual Assault.** In 2015, there were no significant differences between paygrades for *attempted penetrative sexual assault*.

**Table 3.**

*Percent of Reserve Component Members Who Indicated Experiencing Sexual Assault in the Past 12 Months and the Type of Behavior Experienced, by Gender by Paygrade*

Percent Indicating Experienced					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
Sexual Assault Rate	3.2	4.1	2.8	2.4	1.2
<b>Details of Behavior Experienced</b>					
Penetrative Sexual Assault	1.4	2.1	0.9	0.8	0.5
Non-Penetrative Sexual Assault	1.7	1.9	1.7	1.4	0.6
Attempted Penetrative Sexual Assault	0.1	0.1	0.1	0.1	<0.1
<i>Margins of Error</i>	<i>±0.1%-0.3%</i>	<i>±0.1%-0.6%</i>	<i>±0.1%-0.3%</i>	<i>±0.2%-0.5%</i>	<i>±0.1%-0.3%</i>
<b>Men</b>					
Sexual Assault Rate	0.6	0.9	0.5	0.1	0.2
<b>Details of Behavior Experienced</b>					
Penetrative Sexual Assault	0.2	0.3	0.2	<0.1	0.1
Non-Penetrative Sexual Assault	0.4	0.6	0.3	0.1	0.2
Attempted Penetrative Sexual Assault	<0.1	<0.1	<0.1	<0.1	<0.1
<i>Margins of Error</i>	<i>±0.1%-0.2%</i>	<i>±&lt;0.1%-0.3%</i>	<i>±0.1%-0.2%</i>	<i>±&lt;0.1%-0.2%</i>	<i>±&lt;0.1%-0.2%</i>

Note. WGRR 2015 Q67-Q160, Q201-Q203.

## Estimated Sexual Assault Rates for Prior To Joining the Military, Since Joining the Military, and Lifetime

On the survey, Reserve component members were asked to think about events that happened prior to the past 12 months consistent with the following types of behaviors in which someone:<sup>45</sup>

- Put a penis, an object, or any body part into their vagina, anus, or mouth when they did not want it and did not consent
- Put any object or any body part other than a penis into your vagina, anus, or mouth
- Made you insert their penis, an object, or body part into someone's mouth, vagina, or anus when they did not want to and did not consent
- Tried to put a penis, an object, or any body part into their vagina, anus, or mouth, against their will but it did not happen

<sup>45</sup> The behaviorally-based items for sexual assault prior to joining the military, since joining the military, and lifetime prevalence of sexual assault require affirmative selection of one of the sexual assault behaviors, however, it does not require the legal criteria for intent and/or consent.

- Intentionally touched private areas of their body (either directly or through clothing) when they did not want it and did not consent
- Made them touch private areas of their body or someone else's body (either directly or through clothing) when they did not want it and did not consent.

Figure 11 displays the estimated sexual assault prevalence rate prior to joining the military by gender for Reserve component members. Overall, about 1 in 17 women (6%) and 1% of men indicated experiencing sexual assault prior to joining the military. These estimated rates are statistically unchanged from 2014. Overall, about one in eight women (12%) and 2% of men indicated experiencing sexual assault since joining the military, including in the last 12 months (Figure 16). These estimated rates are also statistically unchanged from 2014. Combining these estimated rates to include all members who indicated experiencing a sexual assault at any point in their lifetime, nearly one in seven women (15%) and 2% of men indicated experiencing a sexual assault at some point in their lifetime, including during their military Service (Figure 21).<sup>46</sup> Similar to the estimated prior prevalence rates, these estimates are statistically unchanged from 2014. All estimated prevalence rates in this section are estimates that have corresponding margins of error. Significant differences between components and paygrades follow.

### **Estimated Sexual Assault Rate Prior To Joining the Military**

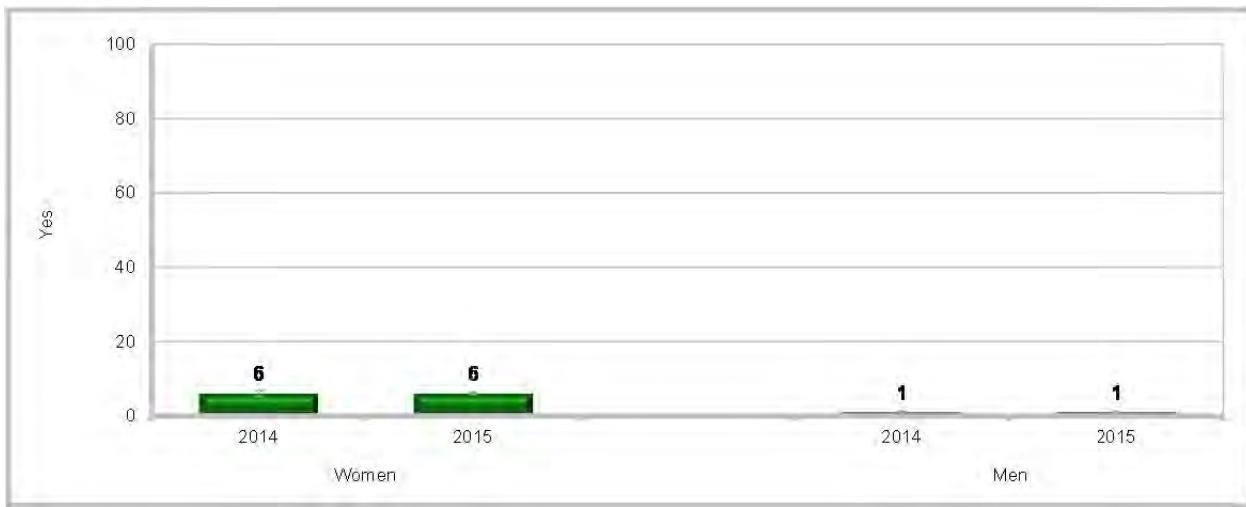
#### ***Estimated Sexual Assault Rate Prior To Joining the Military, by Gender and Year***

As shown in Figure 11, in 2015, 6% of Reserve component women and 1% of Reserve component men indicated experiencing sexual assault prior to joining the military (Figure 11). The estimated rates remained statistically unchanged for both women and men compared to 2014.

<sup>46</sup> Lifetime prevalence of sexual assault includes members who indicated experiencing a sexual assault prior to joining the military and/or since joining the military. Some members may have experienced a sexual assault both prior to and since joining the military. The lifetime prevalence accounts for this overlap.

**Figure 11.**

*Estimated Sexual Assault Rate Prior To Joining the Military, by Gender and Year*

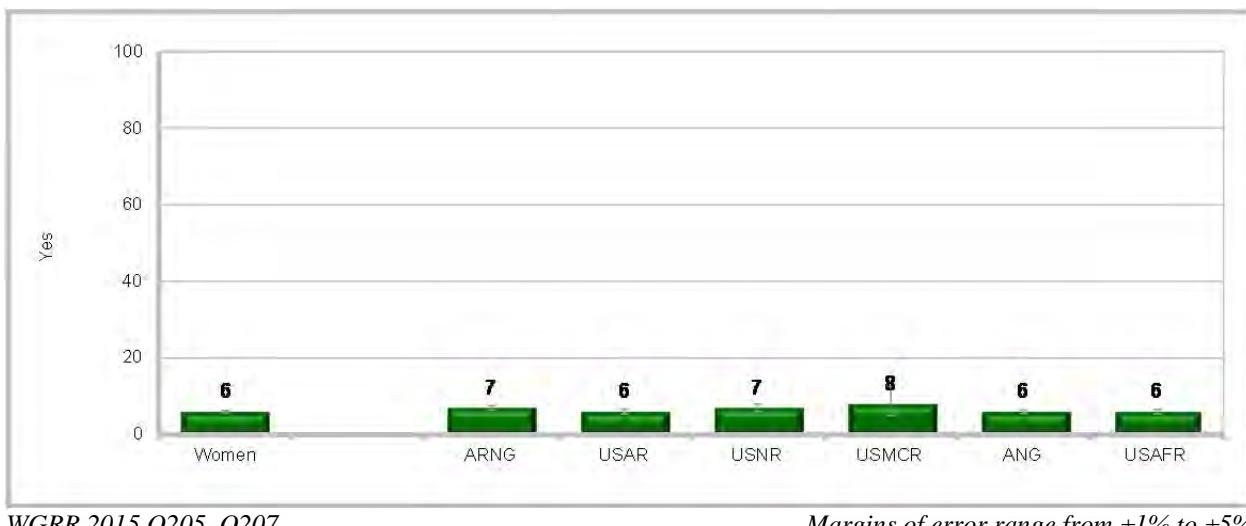


### **Specific Breakouts for Women, by Reserve Component**

In 2015, women in the ANG (6%) were less likely than women in the other Reserve components to indicate experiencing sexual assault prior to joining the military (Figure 12).

**Figure 12.**

*Estimated Sexual Assault Rate Prior To Joining the Military, for Women by Reserve Component*

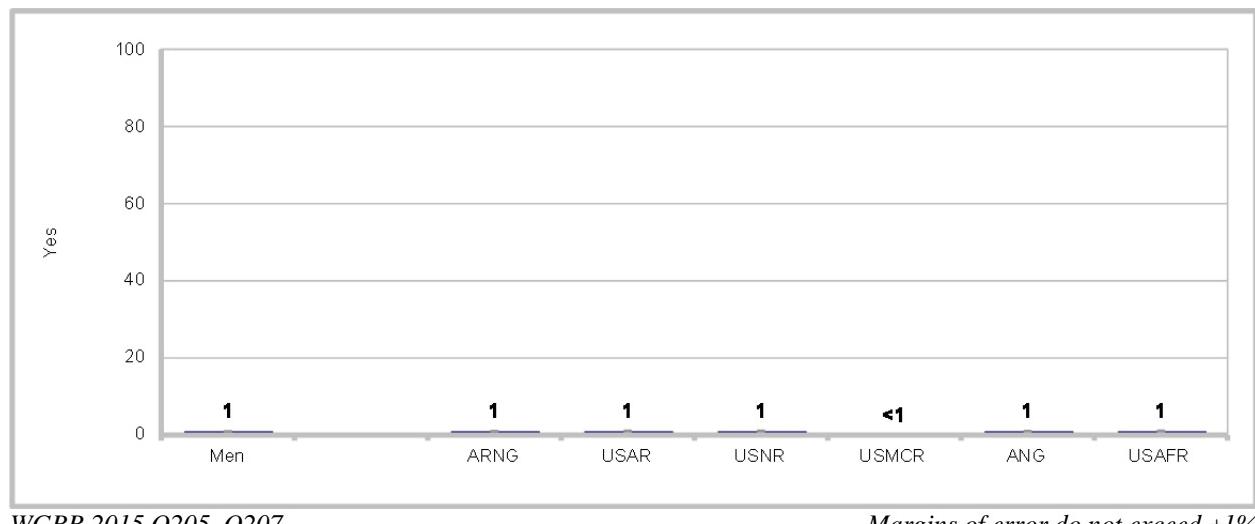


***Specific Breakouts for Men, by Reserve Component***

In 2015, men in the USMCR (<1%) were less likely than men in the other Reserve components to indicate experiencing sexual assault prior to joining the military (Figure 13).

**Figure 13.**

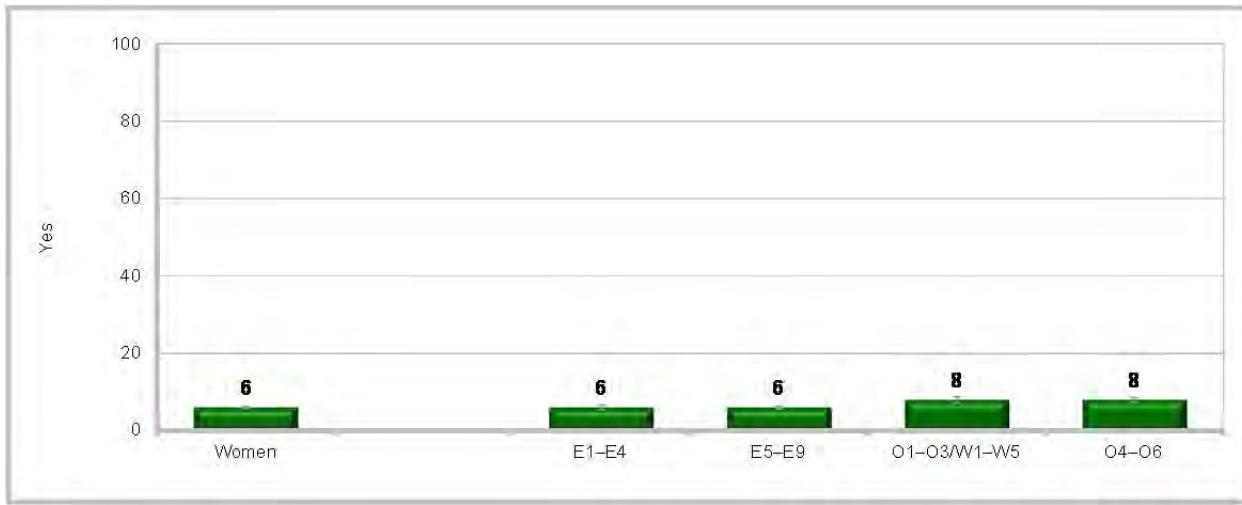
*Estimated Sexual Assault Rate Prior To Joining the Military for Men, by Reserve Component*

***Specific Breakouts for Women, by Paygrade***

In 2015, junior officer women and senior officer women (both 8%) were more likely than women in the other paygrades to indicate experiencing sexual assault prior to joining the military (Figure 14).

**Figure 14.**

*Estimated Sexual Assault Rate Prior To Joining the Military for Women, by Paygrade*



WGRR 2015 Q205, Q207

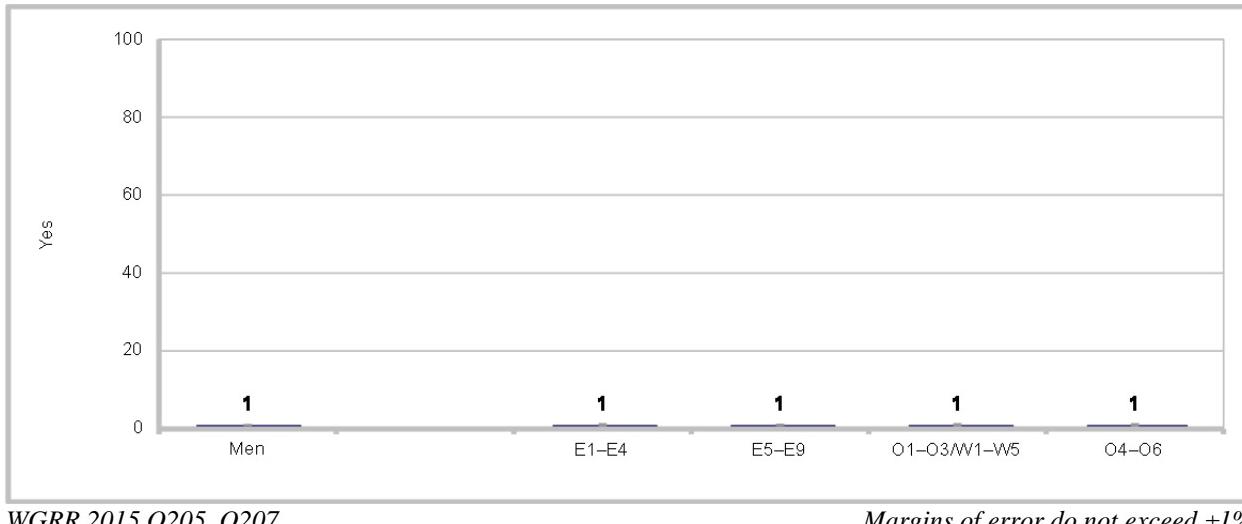
Margins of error do not exceed  $\pm 1\%$

#### **Specific Breakouts for Men, by Paygrade**

In 2015, there were no significant differences found among men by paygrade in the estimated rate of sexual assault prior to joining the military (Figure 15).

**Figure 15.**

*Estimated Sexual Assault Prior To Joining the Military for Men, by Paygrade*



WGRR 2015 Q205, Q207

Margins of error do not exceed  $\pm 1\%$

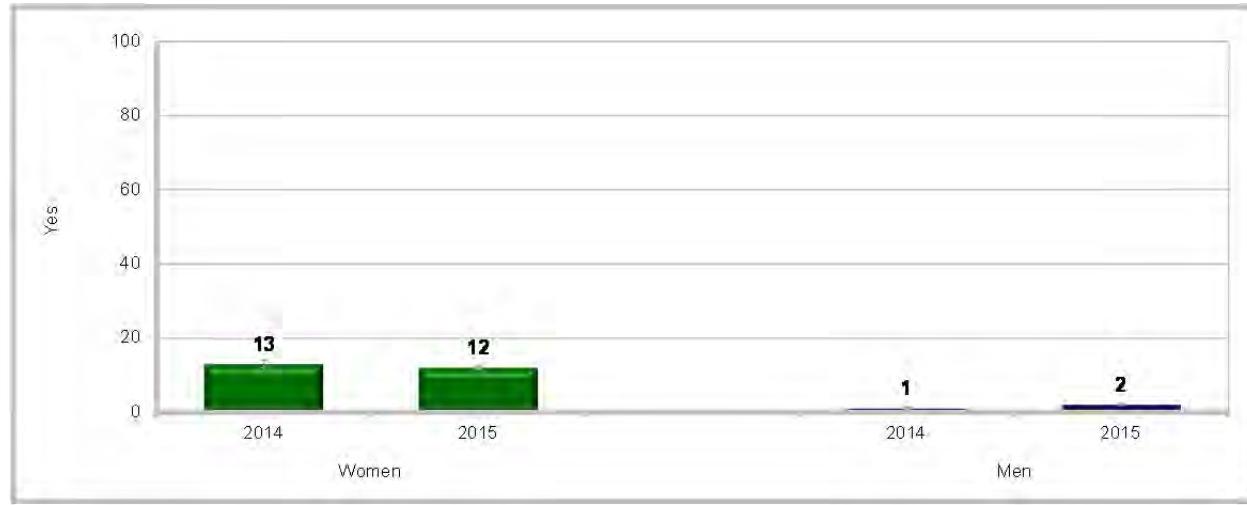
## Estimated Sexual Assault Rate Since Joining the Military

### *Estimated Sexual Assault Rate Since Joining the Military, by Gender and Year*

As shown in Figure 16, in 2015, 12% of Reserve component women and 2% of Reserve component men indicated experiencing sexual assault since joining the military. These rates remained statistically unchanged for both women and men compared to 2014.

**Figure 16.**

*Estimated Sexual Assault Rate Since Joining the Military, by Gender and Year*



WGRR 2015 Q67-Q160, Q201-Q203, Q205-Q206

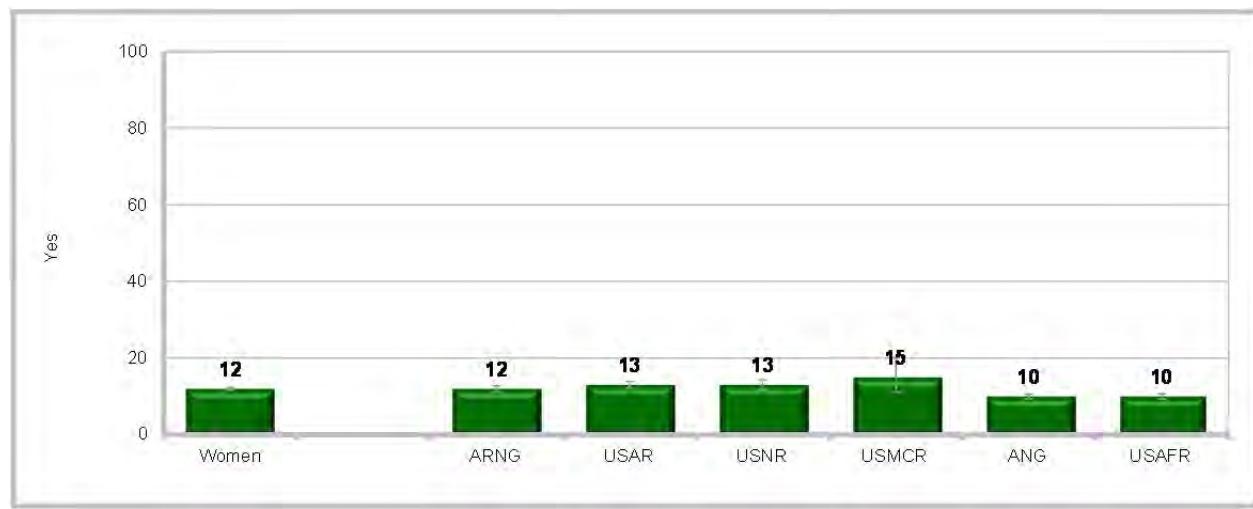
Margins of error range from  $\pm 1\%$  to  $\pm 2\%$

### **Specific Breakouts for Women, by Reserve Component**

In 2015, women in the USAR (13%) were more likely than women in the other Reserve components to indicate experiencing sexual assault since joining the military, whereas women in the ANG and USAFR (both 10%) were less likely (Figure 17).

**Figure 17.**

*Estimated Sexual Assault Rate Since Joining the Military for Women, by Reserve Component*



WGRR 2015 Q67-Q160, Q201-Q203, Q205-Q206

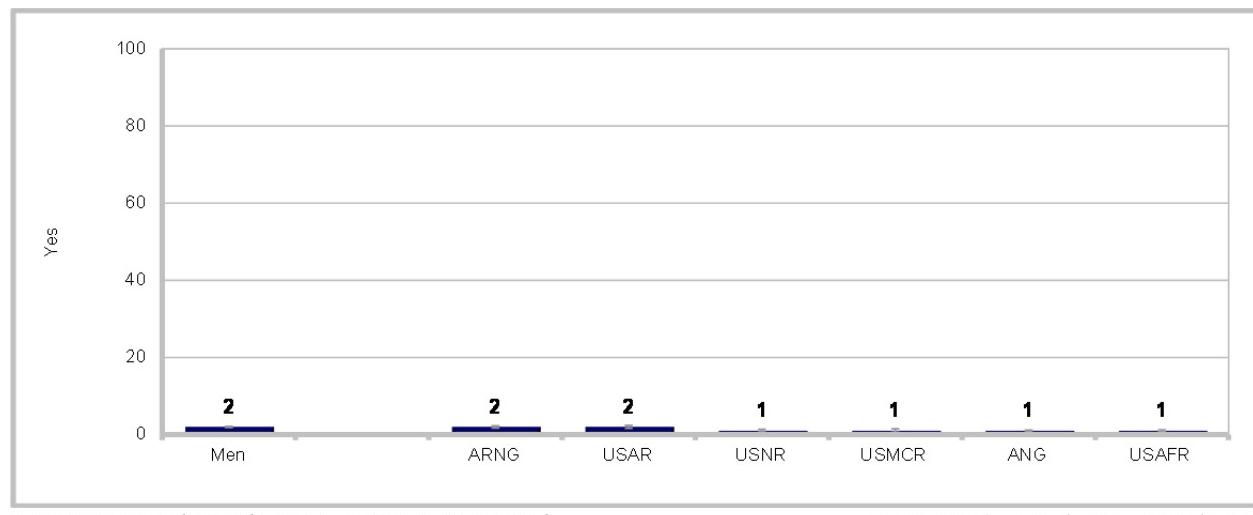
Margins of error range from  $\pm 1\%$  to  $\pm 6\%$

#### **Specific Breakouts for Men, by Reserve Component**

In 2015, men in the ANG and USAFR (both 1%) were less likely than men in the other Reserve components to indicate experiencing sexual assault since joining the military (Figure 18).

**Figure 18.**

*Estimated Sexual Assault Rate Since Joining the Military for Men, by Reserve Component*



WGRR 2015 Q67-Q160, Q201-Q203, Q205-Q206

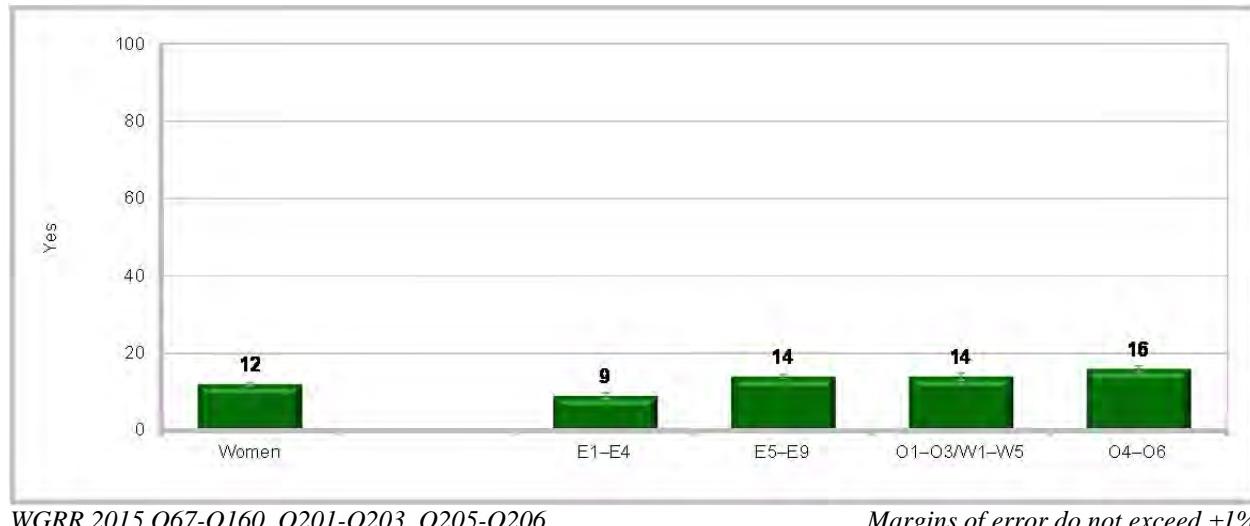
Margins of error do not exceed  $\pm 1\%$

### ***Specific Breakouts for Women, by Paygrade***

In 2015, junior enlisted women (9%) were less likely than women in the other paygrades to indicate experiencing sexual assault since joining the military, whereas senior enlisted members (14%), junior officers (14%), and senior officers (16%) were more likely (Figure 19).<sup>47</sup>

**Figure 19.**

*Estimated Sexual Assault Rate Since Joining the Military for Women, by Paygrade*



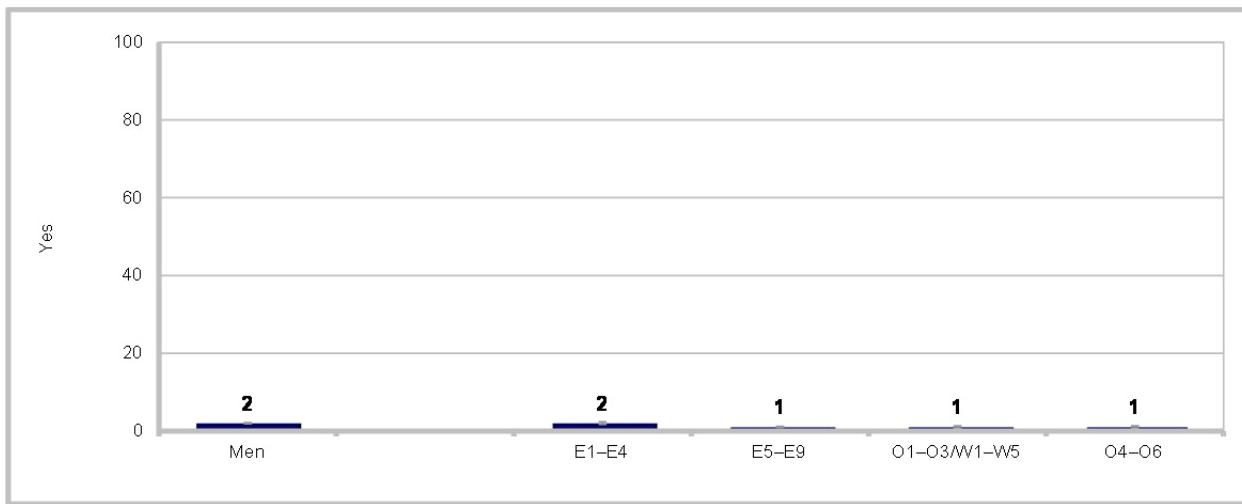
### ***Specific Breakouts for Men, by Paygrade***

In 2015, senior officer men (1%) were less likely than men in the other paygrades to indicate experiencing sexual assault since joining the military, whereas junior enlisted members (2%) were more likely (Figure 20).

<sup>47</sup> Rates of sexual assault since joining the military may be influenced by years in Service.

**Figure 20.**

*Estimated Sexual Assault Rate Since Joining the Military for Men, by Paygrade*



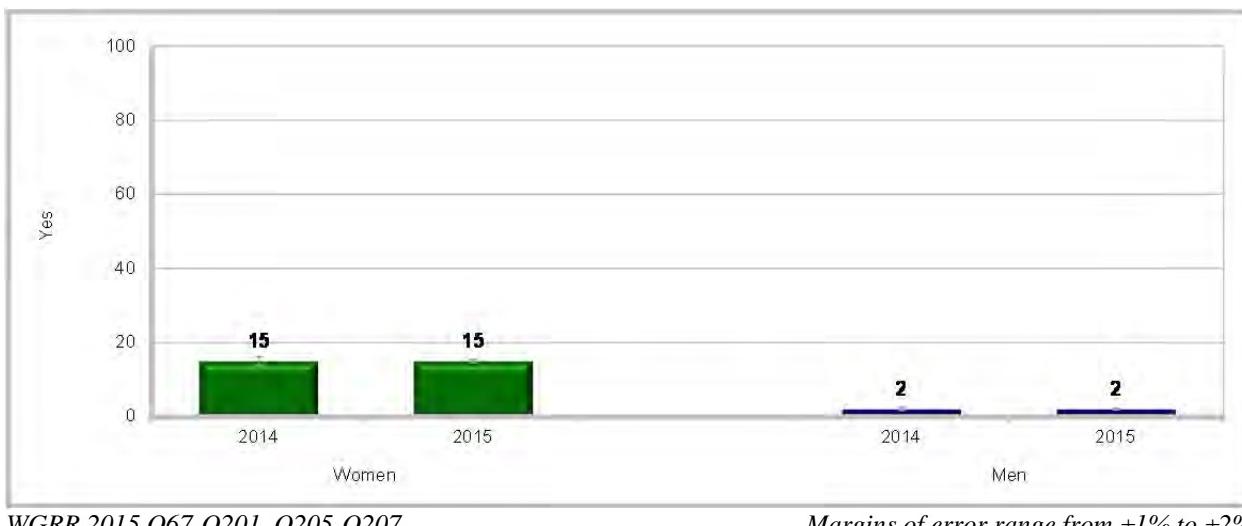
### Estimated Lifetime Sexual Assault Rate

*Estimated Lifetime Sexual Assault Rate, by Gender and Year*

As shown in Figure 21, in 2015, 15% of Reserve component women and 2% of Reserve component men indicated experiencing sexual assault in their lifetime. These estimated rates remained statistically unchanged for both women and men compared to 2014.

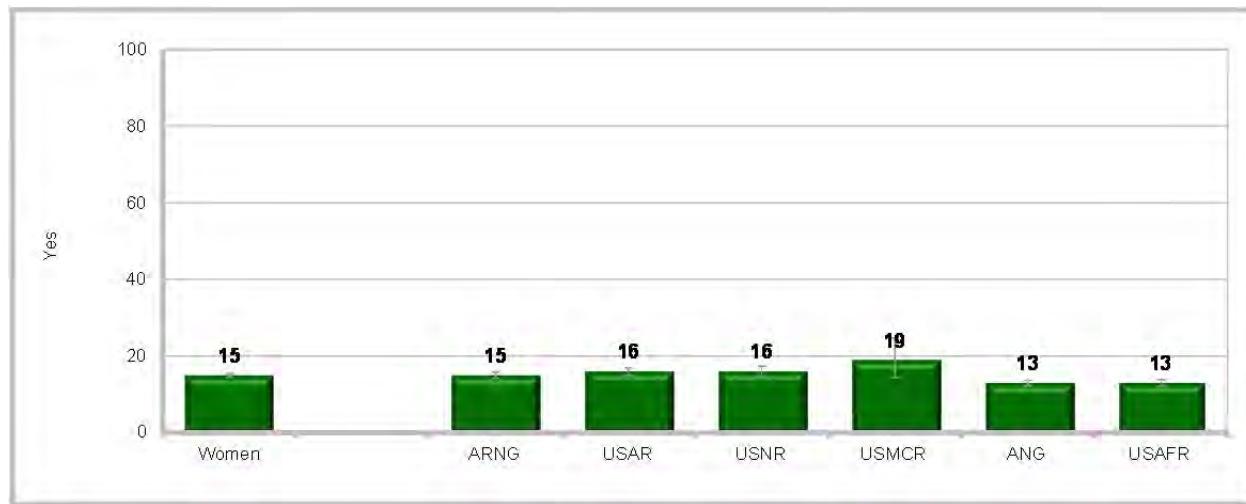
**Figure 21.**

*Estimated Lifetime Sexual Assault Rate, by Gender and Year*



***Specific Breakouts for Women, by Reserve Component***

In 2015, women in the USAR (16%) were more likely than women in the other Reserve components to indicate experiencing sexual assault in their lifetime, whereas women in the ANG and USAFR (both 13%) were less likely (Figure 22).

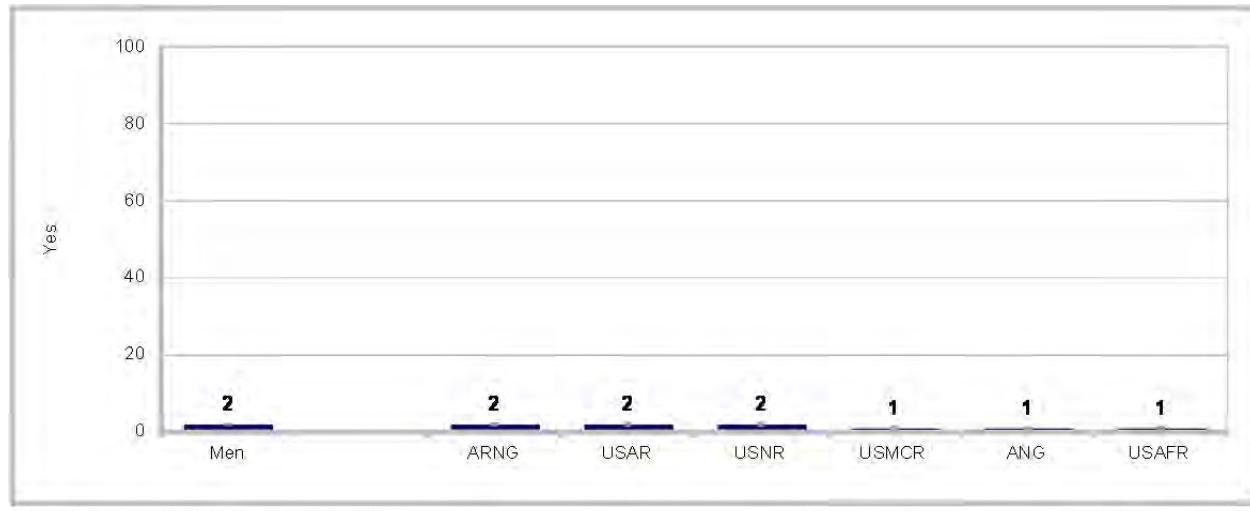
**Figure 22.*****Estimated Lifetime Sexual Assault Rate for Women, by Reserve Component***

WGRR 2015 Q67-Q201, Q205-Q207

Margins of error range from  $\pm 1\%$  to  $\pm 6\%$

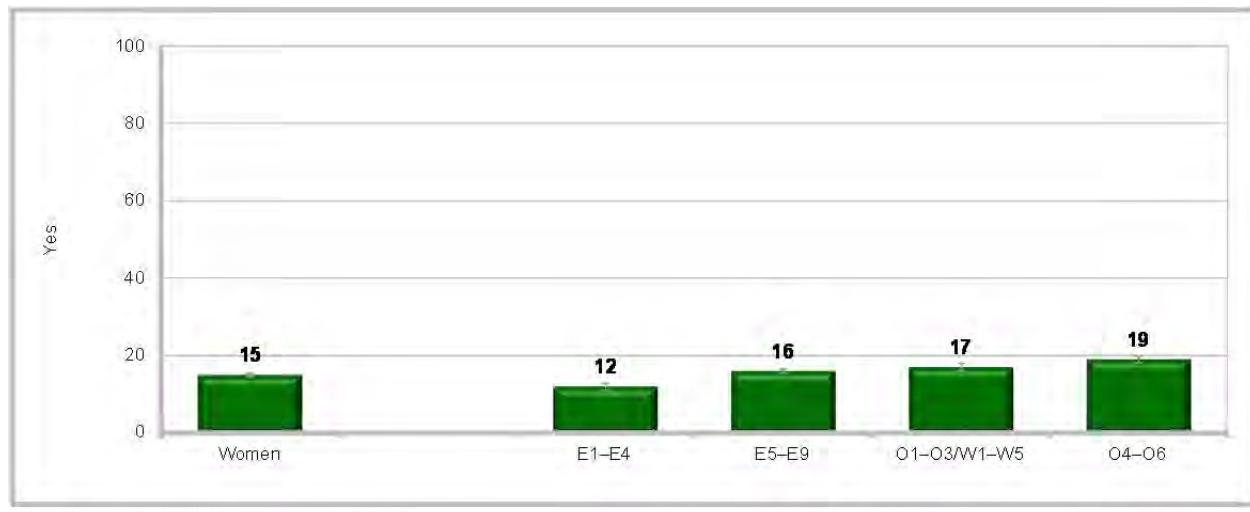
**Specific Breakouts for Men, by Reserve Component** In 2015, men in the USMCR, ANG, and USAFR (all 1%) were less likely than men in the other Reserve components to indicate experiencing sexual assault in their lifetime (Figure 23).

**Figure 23.**  
*Estimated Lifetime Sexual Assault Rate for Men, by Reserve Component*



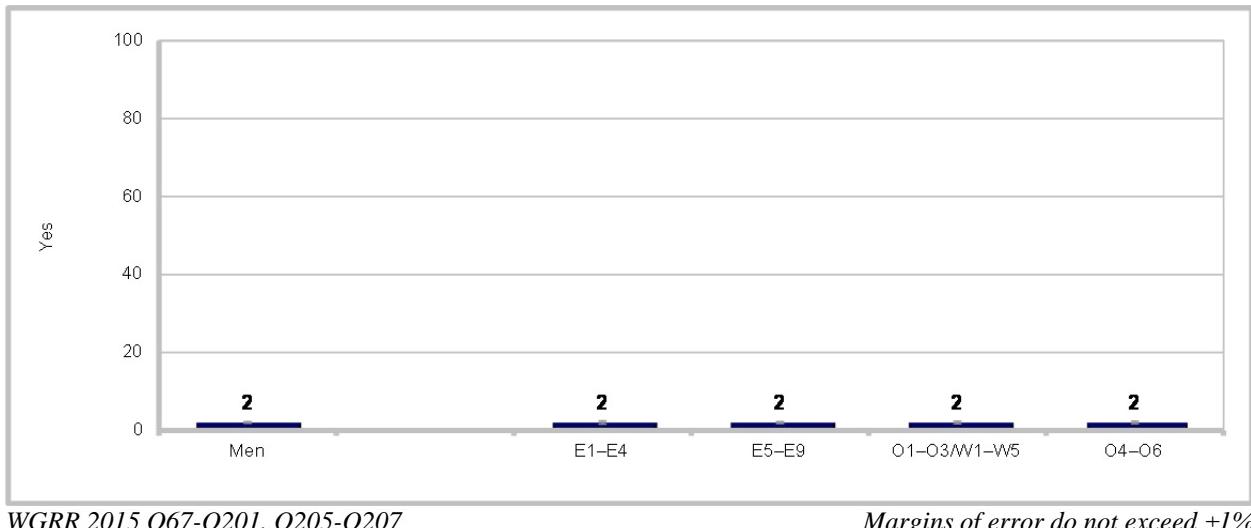
**Specific Breakouts for Women, by Paygrade** In 2015, junior enlisted women (12%) were less likely than women in the other paygrades to indicate experiencing sexual assault in their lifetime, whereas senior enlisted members (16%), junior officers (17%), and senior officers (19%) were more likely (Figure 24).

**Figure 24.**  
*Estimated Lifetime Sexual Assault Rate for Women, by Paygrade*



***Specific Breakouts for Men, by Paygrade***

There were no significant differences found among men by paygrade in the estimated sexual assault rate for their lifetime (Figure 25).

**Figure 25.*****Estimated Lifetime Sexual Assault Rate for Men, by Paygrade***



## Chapter 4: One Situation of Sexual Assault With the Greatest Effect

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*Dr. Lindsay Rock and Ms. Margaret Coffey*

### Introduction

This chapter provides information on the circumstances in which potential sexual assault incidents occurred. On the *2015 WGRR*, Reserve component members who indicated they had experienced a sexual assault that met legal criteria<sup>48</sup> were asked to consider the “one situation” occurring in the past 12 months that had the greatest effect on them. With that one situation in mind, members then provided additional detail on the circumstances surrounding that experience. Information from this section of the survey helps to answer questions, such as:

- What did members consider to be the most serious behavior experienced?
- Where did the behaviors occur?
- Who were the alleged offenders?
- Were drugs and/or alcohol involved?
- Were they sexually harassed and/or stalked before and/or after?
- Were the behaviors part of bullying or hazing?
- What negative actions (if any) were experienced as a result of this situation?
- Were the behaviors reported?
- What outcomes were experienced as a result of reporting?

References to perpetrator/offender throughout this chapter should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of particular allegations, the presumption of innocence applies unless there is an adjudication of guilt. References to “sexual assault” throughout the report do not imply legal definitions for sexual assault. Additionally, references to “retaliation,” “reprisal,” “ostracism” or “maltreatment,” or perceptions thereof, are based on the negative behaviors as reported by the survey respondents; without knowing more about the specifics of particular cases or reports, this data should not be construed as substantiated allegations of reprisal, ostracism, or maltreatment. In this chapter, results are reported separately for gender, Reserve component, and paygrade. Results are reported only for 2015 and no trend comparisons to the *2014 RMWS* are provided.

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<sup>48</sup> In addition to meeting the UCMJ-based requirements, members also had to indicate that this experienced happened within the past 12 months. Members who indicated experiencing a sexual assault outside of this time frame are excluded from the analysis of the one situation with the greatest effect.

## Most Serious Behavior Experienced in the One Situation

Reserve component members were asked to think about the unwanted event that had the greatest effect on them and to tell us the behavior they considered to be the worst or most serious (Q164). Responses to that item were used to construct the three-level variable of penetrative sexual assault, non-penetrative sexual assault, and attempted penetrative sexual assault. This item is hierarchical—penetrative sexual assault includes individuals who indicated “yes” to any of the items that assess penetration of the vagina, anus, or mouth. Non-penetrative sexual assault includes individuals who indicated “yes” to either of the screener items that assess unwanted sexual touching and were not previously counted as penetrative sexual assault. Attempted penetrative sexual assault includes individuals who indicated “yes” to the item that assesses attempted sexual assault and were not previously counted as having experienced either penetrative sexual assault or non-penetrative sexual assault. The most serious behavior discussed in the unwanted event that had the greatest effect did not have to meet the legal criteria, as long as one behavior endorsed previously met the legal criteria for sexual assault as outlined in Chapter 1.

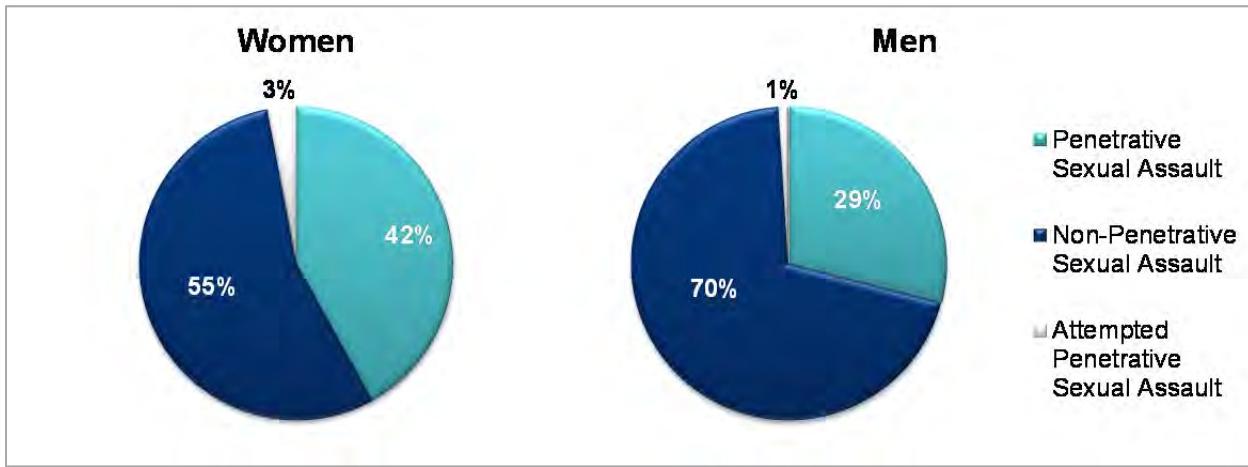
### Most Serious Behavior in One Situation, by Gender

Overall, in 2015, of the 1.1% of Reserve component members who indicated experiencing a sexual assault in the past 12 months, more than one-third (36%) indicated the most serious behavior was *penetrative sexual assault*. A little less than two-thirds (62%) of members indicated the most serious behavior was *non-penetrative sexual assault*. Fewer (2%) members indicated the most serious behavior was *attempted penetrative sexual assault*.

Figure 26 displays the most serious behavior in the one situation by gender for Reserve component members. Of the 3.2% of Reserve component women and 0.6% of Reserve component men who indicated experiencing sexual assault in the past year, 42% of women and more than one-quarter (29%) of men indicated the most serious behavior they experienced was *penetrative sexual assault* (Figure 26). A little more than half (55%) of women and the majority (70%) of men indicated the most serious behavior they experienced was *non-penetrative sexual assault*. Fewer women (3%) and men (1%) indicated the most serious behavior they experienced was *attempted penetrative sexual assault*. Significant differences between components and paygrades follow.

**Figure 26.**

*Percent of Reserve Component Members Who Indicated the Most Serious Behavior Experienced in the One Situation, by Gender*



WGRR 2015 Q67-Q160, Q201-Q203, Q162, and Q164

Margins of error range from  $\pm 2\%$  to  $\pm 9\%$

### Specific Breakouts for Women, by Reserve Component

- There were no significant differences between components for most serious behavior experienced in the one situation (Table 4).

### Specific Breakouts for Men, by Reserve Component

- There were no significant differences between components for most serious behavior experienced in the one situation (Table 4).

**Table 4.**

*Percent of Reserve Component Members Who Indicated the Most Serious Behavior Experienced in the One Situation, by Gender by Reserve Component*

Percent Indicating Experienced							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
Penetrative Sexual Assault	42	42	41	43	NR	47	32
Non-Penetrative Sexual Assault	55	54	57	55	NR	48	61
Attempted Penetrative Sexual Assault	3	4	2	2	NR	5	6
<i>Margins of Error</i>	<i>±2%-5%</i>	<i>±4%-7%</i>	<i>±4%-8%</i>	<i>±4%-15%</i>	--	<i>±5%-10%</i>	<i>±9%-10%</i>
Men							
Penetrative Sexual Assault	29	25	NR	NR	NR	NR	NR
Non-Penetrative Sexual Assault	70	74	NR	NR	NR	NR	NR
Attempted Penetrative Sexual Assault	1	1	NR	NR	NR	NR	NR
<i>Margins of Error</i>	<i>±2%-9%</i>	<i>±4%-13%</i>	--	--	--	--	--

Note. WGRR 2015 Q67-Q160, Q201-Q203, Q162, and Q164.

### Specific Breakouts for Women, by Paygrade

- **Penetrative Sexual Assault.** Junior enlisted women (48%) were more likely than women in the other paygrades to indicate *penetrative sexual assault* as the most serious behavior experienced, whereas senior enlisted members (33%) were less likely (Table 5).
- **Non-Penetrative Sexual Assault.** Senior enlisted women (63%) were more likely than women in the other paygrades to indicate *non-penetrative sexual assault* as the most serious behavior experienced, whereas junior enlisted women (49%) were less likely
- **Attempted Penetrative Sexual Assault.** There were no significant differences between paygrades for *attempted penetrative sexual assault*.

### Specific Breakouts for Men, by Paygrade

- There were no significant differences between paygrades for most serious behavior experienced in the one situation (Table 5).

**Table 5.**

**Percent of Reserve Component Members Who Indicated the Most Serious Behavior Experienced in the One Situation, by Gender by Paygrade**

Percent Indicating Experienced					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
Penetrative Sexual Assault	42	48	33	38	42
Non-Penetrative Sexual Assault	55	49	63	58	56
Attempted Penetrative Sexual Assault	3	3	4	4	2
<i>Margins of Error</i>	<i>±2%-5%</i>	<i>±3%-7%</i>	<i>±3%-6%</i>	<i>±5%-10%</i>	<i>±5%-12%</i>
<b>Men</b>					
Penetrative Sexual Assault	29	28	31	NR	NR
Non-Penetrative Sexual Assault	70	72	67	NR	NR
Attempted Penetrative Sexual Assault	1	NR	2	NR	NR
<i>Margins of Error</i>	<i>±2%-9%</i>	<i>±13%</i>	<i>±6%-12%</i>	--	--

Note. WGRR 2015 Q67–Q160, Q201–Q203, Q162, and Q164

## Location/Status Where One Situation Occurred

Reserve component members who indicated experiencing sexual assault in the past 12 months were asked to identify where the most serious situation occurred. They could respond that it occurred at their military installation/armory/Guard or Reserve unit site; during their National Guard or Reserve duties; while they were on TDY/TAD, at sea, or during field exercise/alerts; while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay; while they were in a delayed entry program; while they were in recruit training/basic training; while they were in any type of military combat training; while they were in Officer Candidate or Training School/Basic or Advanced Officer Course; and/or while they were completing military occupational specialty school/technical training. Because these characteristics are not mutually exclusive, Reserve component members could select more than one response option. Results are reported separately for gender, Reserve component, and paygrade.

## Location/Status of Most Serious Behavior in One Situation, by Gender

As shown in Figure 27, of the 3.2% of Reserve component women who indicated experiencing sexual assault in the past year, a little more than two-thirds (69%) indicated the most serious situation occurred *at a military location*. A little more than half (54%) of women indicated it occurred *during National Guard or Reserve duties* and a little less than half (49%) indicated it occurred *at a military installation/ship, armory, Guard or Reserve unit site*. One-fifth (20%) indicated it occurred *while on TDY/TAD, at sea, or during field exercises/alerts*. A little more than one-tenth (12%) of women indicated it occurred *while completing military occupational specialty school/technical training*. One-tenth (10%) of women indicated it occurred *while in any type of military combat training*. Fewer women indicated it occurred *while deployed to a*

*combat zone or to an area where they drew imminent danger pay (7%), while in recruit training/basic training (5%), while in Officer Candidate or Training School/Basic or Advanced Officer Course (2%), and/or while in a delayed entry program (1%).*

**Figure 27.**

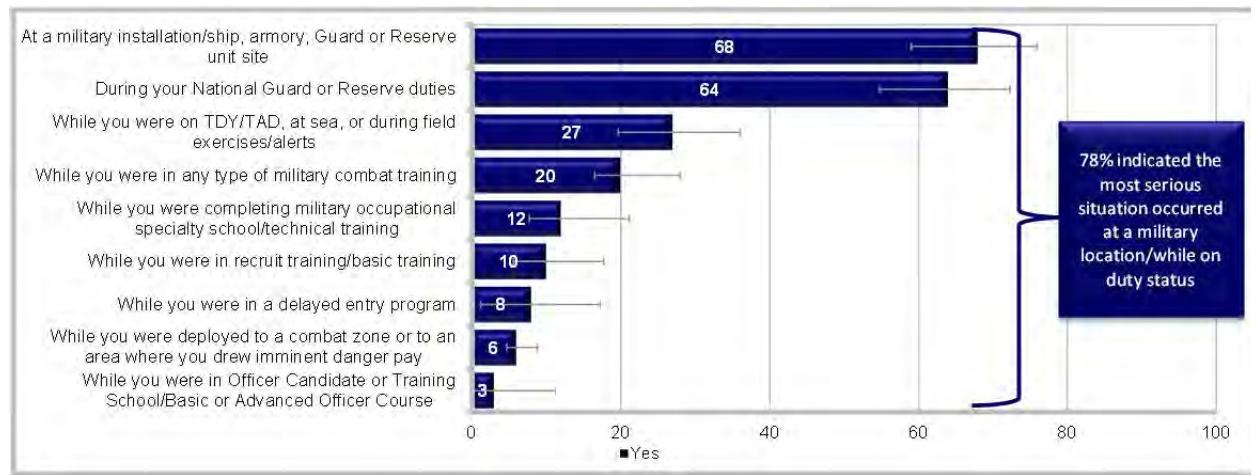
**Percent of Women Who Indicated the Location/Status Where the One Situation Occurred**



WGRR 2015 Q171

As shown in Figure 28, in 2015, of the 0.6% of Reserve component men who indicated experiencing sexual assault in the past year, the majority (78%) indicated the most serious situation occurred *at a military location*. A little more than two-thirds (68%) of men indicated it occurred *at a military installation/ship, armory, Guard or Reserve unit site*<sup>49</sup> and a little less than two-thirds (64%) indicated it occurred *during National Guard or Reserve duties*. More than one-quarter (27%) of men indicated it occurred *while on TDY/TAD, at sea, or during field exercises/alerts* and one-fifth (20%) indicated it occurred *while in any type of military combat training*. A little more than one-tenth (12%) of men indicated it occurred *while you were completing military occupational specialty school/technical training*. One-tenth (10%) of men indicated it occurred *while in recruit training/basic training*. Fewer men indicated it occurred *while in a delayed entry program* (8%), *while deployed to a combat zone or to an area where they drew imminent danger pay* (6%), and/or *while in Officer Candidate or Training School/Basic or Advanced Officer Course* (3%). Significant differences between components and paygrades follow.

<sup>49</sup> There are statistically significant differences between women and men. Women (49%) were less likely than men (68%) to indicate the most serious situation occurred *at a military installation/ship, armory, Guard or Reserve unit site*.

**Figure 28.****Percent of Men Who Indicated the Location/Status Where the One Situation Occurred**

WGRR 2015 Q171

Margins of error range from  $\pm 3\%$  to  $\pm 10\%$ **Specific Breakouts for Women, by Reserve Component**

- ***At a military location.*** There were no significant differences between components for *at a military location* (Table 6).
- ***At a military installation/ship, armory, Guard or Reserve unit site.*** There were no significant differences between components for *at a military installation/ship, armory, Guard or Reserve unit site*.
- ***During your National Guard or Reserve duties.*** There were no significant differences between components for *during National Guard or Reserve duties*.
- ***While you were on TDY/TAD, at sea, or during field exercises/alerts.*** Women in the USAR (26%) were more likely than women in the other Reserve components to indicate the most serious situation occurred *while on TDY/TAD, at sea, or during field exercises/alerts*, whereas women in the USNR (8%) were less likely.
- ***While you were deployed to a combat zone or to an area where you drew imminent danger pay.*** There were no significant differences between components for *while deployed to a combat zone or to an area where they drew imminent danger pay*.
- ***While you were in a delayed entry program.*** There were no significant differences between components for *while in a delayed entry program*.
- ***While you were in recruit training/basic training.*** Women in the ANG (<1%) were less likely than women in the other Reserve components to indicate it occurred *while in recruit training/basic training*.

- **While you were in any type of military combat training.** Women in the USNR (2%), ANG (<1%) and USAFR (1%) were less likely than women in the other Reserve components to indicate it occurred *while in any type of military combat training*.
- **While you were in Officer Candidate or Training School/Basic or Advanced Officer Course.** There were no significant differences between components for *while in Officer Candidate or Training School/Basic or Advanced Officer Course*.
- **While you were completing military occupational specialty school/technical training.** There were no significant differences between components for *while completing military occupational specialty school/technical training*.

### Specific Breakouts for Men, by Reserve Component

- **At a military location.** There were no significant differences between components for *at a military location* (Table 7).
- **At a military installation/ship, armory, Guard or Reserve unit site.** There were no significant differences between components for *at a military installation/ship, armory, Guard or Reserve unit site*.
- **During your National Guard or Reserve duties.** There were no significant differences between components for *during National Guard or Reserve duties*.
- **While you were on TDY/TAD, at sea, or during field exercises/alerts.** There were no significant differences between components for *while on TDY/TAD, at sea, or during field exercises/alerts*.
- **While you were deployed to a combat zone or to an area where you drew imminent danger pay.** There were no significant differences between components for *while deployed to a combat zone or to an area where they drew imminent danger pay*.
- **While you were in a delayed entry program.** There were no significant differences between components for *while in a delayed entry program*.
- **While you were in recruit training/basic training.** There were no significant differences between components for *while in recruit training/basic training*.
- **While you were in any type of military combat training.** Men in the ANG (4%) were less likely than men in the other Reserve components to indicate the most serious situation occurred *while in any type of military combat training*.
- **While you were in Officer Candidate or Training School/Basic or Advanced Officer Course.** There were no significant differences between components for *while in Officer Candidate or Training School/Basic or Advanced Officer Course*.

- ***While you were completing military occupational specialty school/technical training.***  
There were no significant differences between components for *while completing military occupational specialty school/technical training*.

**Table 6.**

***Percent of Reserve Component Women Who Indicated the Location/Status Where the One Situation Occurred, by Reserve Component***

Within Reserve Component Comparisons	Percent Indicating Yes						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Women						
<b>Military Location</b>							
At a military location	69	70	70	64	NR	66	64
<b>Location</b>							
At a military installation/ship, armory, Guard or Reserve unit site	49	52	50	45	NR	42	42
During your National Guard or Reserve duties	54	54	55	56	NR	44	50
While you were on TDY/TAD, at sea, or during field exercises/alerts	20	16	26	8	NR	23	24
While you were deployed to a combat zone or to an area where you drew imminent danger pay	7	7	9	4	NR	9	6
While you were in a delayed entry program	1	1	<1	NR	NR	NR	NR
While you were in recruit training/basic training	5	8	5	NR	NR	<1	NR
While you were in any type of military combat training	10	12	14	2	NR	<1	1
While you were in Officer Candidate or Training School/Basic or Advanced Officer Course	2	1	4	2	NR	1	NR
While you were completing military occupational specialty school/technical training	12	10	16	8	NR	11	14
<i>Margins of Error</i>	+2%-5%	+2%-7%	+2%-9%	+5%-16%	--	+<1%-12%	+6%-11%

Note. WGRR 2015 Q171.

**Table 7.**

*Percent of Reserve Component Men Who Indicated the Location/Status Where the One Situation Occurred, by Reserve Component*

Percent Indicating Yes							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Men							
<b>Military Location</b>							
At a military location	78	81	79	NR	NR	NR	NR
<b>Location</b>							
At a military installation/ship, armory, Guard or Reserve unit site	68	73	NR	NR	NR	NR	NR
During your National Guard or Reserve duties	64	69	NR	NR	NR	NR	NR
While you were on TDY/TAD, at sea, or during field exercises/alerts	27	20	NR	NR	NR	NR	NR
While you were deployed to a combat zone or to an area where you drew imminent danger pay	6	1	NR	NR	NR	4	NR
While you were in a delayed entry program	8	1	NR	NR	NR	2	NR
While you were in recruit training/basic training	10	14	3	NR	NR	NR	NR
While you were in any type of military combat training	20	25	NR	NR	NR	4	NR
While you were in Officer Candidate or Training School/Basic or Advanced Officer Course	3	2	3	NR	NR	4	NR
While you were completing military occupational specialty school/technical training	12	9	NR	NR	NR	NR	NR
<i>Margins of Error</i>	<i>±3%-10%</i>	<i>±5%-14%</i>	<i>±18%</i>	--	--	<i>±8%-9%</i>	--

Note. WGRR 2015 Q171.

### Specific Breakouts for Women, by Paygrade

- **At a military location.** There were no significant differences between paygrades for *at a military location* (Table 8).
- **At a military installation/ship, armory, Guard or Reserve unit site.** There were no significant differences between paygrades for *at a military installation/ship, armory, Guard or Reserve unit site*.
- **During your National Guard or Reserve duties.** There were no significant differences between paygrades for *during National Guard or Reserve duties*.

- ***While you were on TDY/TAD, at sea, or during field exercises/alerts.*** Junior enlisted women (16%) were less likely than women in the other paygrades to indicate the most serious situation occurred *while on TDY/TAD, at sea, or during field exercises/alerts*.
- ***While you were deployed to a combat zone or to an area where you drew imminent danger pay.*** There were no significant differences between paygrades for *while deployed to a combat zone or to an area where they drew imminent danger pay*.
- ***While you were in a delayed entry program.*** There were no significant differences between paygrades for *while in a delayed entry program*.
- ***While you were in recruit training/basic training.*** Junior enlisted members (8%) were more likely than women in the other paygrades to indicate it occurred *while in recruit training/basic training*, whereas senior enlisted women (2%) and junior officers (1%) were less likely.
- ***While you were in any type of military combat training.*** Senior officer women (3%) were less likely than women in the other paygrades to indicate it occurred *while in any type of military combat training*.
- ***While you were in Officer Candidate or Training School/Basic or Advanced Officer Course.*** Junior officer women (9%) were more likely than women in the other paygrades to indicate it occurred *while in Officer Candidate or Training School/Basic or Advanced Officer Course*.
- ***While you were completing military occupational specialty school/technical training.*** Junior enlisted members (16%) were more likely than women in the other paygrades to indicate it occurred *while completing military occupational specialty school/technical training*, whereas senior officer women (5%) were less likely.

### Specific Breakouts for Men, by Paygrade

- There were no significant differences between paygrades for location of the most serious behavior in the one situation (Table 9).

**Table 8.**

*Percent of Reserve Component Women Who Indicated the Location/Status Where the One Situation Occurred, by Paygrade*

Percent Indicating Yes					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
<b>Military Location</b>					
At a military location	69	67	73	62	66
<b>Location</b>					
At a military installation/ship, armory, Guard or Reserve unit site	49	49	50	44	49
During your National Guard or Reserve duties	54	53	57	43	45
While you were on TDY/TAD, at sea, or during field exercises/alerts	20	16	24	24	26
While you were deployed to a combat zone or to an area where you drew imminent danger pay	7	6	7	15	11
While you were in a delayed entry program	1	1	<1	1	NR
While you were in recruit training/basic training	5	8	2	1	NR
While you were in any type of military combat training	10	13	8	5	3
While you were in Officer Candidate or Training School/Basic or Advanced Officer Course	2	1	1	9	3
While you were completing military occupational specialty school/technical training	12	16	8	7	5
<i>Margins of Error</i>	±2%-5%	±3%-7%	±<1%-6%	±5%-10%	±7%-12%

Note. WGRR 2015 Q171.

**Table 9.**

*Percent of Reserve Component Men Who Indicated the Location/Status Where the One Situation Occurred, by Paygrade*

Percent Indicating Yes					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Men</b>					
<b>Military Location</b>					
At a military location	78	79	77	NR	NR
<b>Location</b>					
At a military installation/ship, armory, Guard or Reserve unit site	68	66	73	NR	NR
During your National Guard or Reserve duties	64	62	68	NR	NR
While you were on TDY/TAD, at sea, or during field exercises/alerts	27	29	21	NR	NR
While you were deployed to a combat zone or to an area where you drew imminent danger pay	6	NR	4	NR	NR
While you were in a delayed entry program	8	10	3	NR	NR
While you were in recruit training/basic training	10	13	3	NR	NR
While you were in any type of military combat training	20	24	14	NR	NR
While you were in Officer Candidate or Training School/Basic or Advanced Officer Course	3	2	2	NR	NR
While you were completing military occupational specialty school/technical training	12	15	6	NR	NR
<i>Margins of Error</i>	±3%-10%	±5%-15%	±7%-12%	--	--

Note. WGRR 2015 Q171.

## Characteristics of the Alleged Offender in the One Situation

To obtain general information on the alleged perpetrators in the one situation, Reserve component members who indicated they had experienced a sexual assault in the past 12 months were asked to describe the alleged offender in the most serious situation. They were asked to indicate the number of alleged offenders, the gender of the alleged offender(s), and whether the alleged offender(s) was/were military member(s) or a DoD civilian/contractor. Because these characteristics were not presented as mutually exclusive on the 2015 WGRR, Reserve component members could select more than one option. Results are reported separately for gender, Reserve component, and paygrade.

### Number and Gender of the Alleged Offenders in the One Situation

#### *Number and Gender of the Alleged Offenders in the One Situation, by Gender*

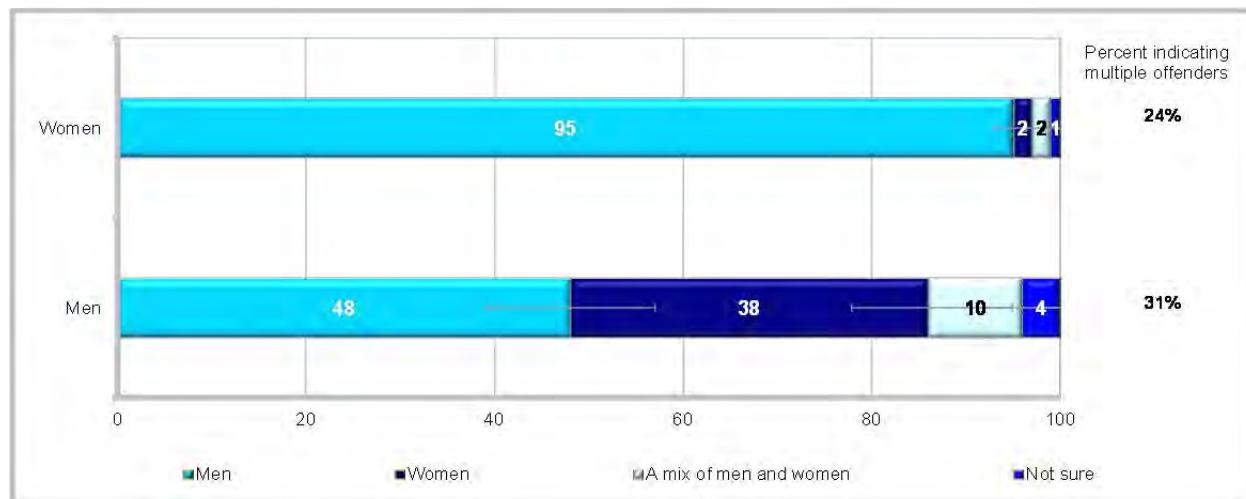
As shown in Figure 29, of the 3.2% of Reserve component women who indicated experiencing sexual assault in the past year, the vast majority (95%) indicated the alleged offender(s) in the

most serious situation were *men*. Fewer women indicated the alleged offender(s) were *women* or that it involved *a mix of men and women* (both 2%). One percent of women indicated they were *unsure* of the gender of the alleged offender. A little less than one-quarter (24%) of women indicated the situation involved *multiple offenders*.

Of the 0.6% of men who indicated experiencing sexual assault in the past year, a little less than half (48%) indicated the alleged offender(s) in the most serious situation were *men* (Figure 29). More than one-third (38%) of men indicated the alleged offender(s) were *women*. One-tenth (10%) of men indicated it involved *a mix of men and women*. Fewer (4%) men indicated they were *unsure* of the alleged gender of the offender. A little less than one-third (31%) of men indicated the situation involved *multiple offenders*.<sup>50</sup> Significant differences between components and paygrades follow.

**Figure 29.**

**Percent of Reserve Component Members Who Indicated Gender and Number of Alleged Offenders in the One Situation, by Gender**



WGRR 2015 Q167-Q168

Margins of error range from ±2% to ±10%

#### **Specific Breakouts for Women, by Reserve Component**

- **Men.** Women in the USAFR (99%) were more likely than women in the other Reserve components to indicate the offender(s) in the most serious situation were *men* (Table 10).
- **Women.** There were no significant differences between components for *women*.

<sup>50</sup> There are statistically significant differences between women and men in 2015. Women (95%) were more likely than men (48%) to indicate the offenders in the most serious situation were *men*. Women (2%) were less likely than men (38%) to indicate the offenders in the most serious situation were *women*. Women (2%) were less likely than men (10%) to indicate the offenders in the most serious situation were both *men and women*. Women (74%) were more likely than men (61%) to indicate the offenders in the most serious situation was *one person*.

- **A Mix of Men and Women.** There were no significant differences between components for *a mix of men and women*.
- **Not Sure.** There were no significant differences between components for *not sure*.
- **Situation Involved Multiple Offenders.** Women in the USAFR (12%) were less likely than women in the other Reserve components to indicate the situation involved *multiple offenders*.

### **Specific Breakouts for Men, by Reserve Component**

- There were no significant differences between components for gender and number of alleged offenders in the one situation (Table 10).

**Table 10.**

**Percent of Reserve Component Members Who Indicated Gender and Number of Alleged Offenders in the One Situation, by Gender by Reserve Component**

Percent Indicating Marked							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
Gender of Offenders							
Men	95	96	94	92	NR	96	99
Women	2	1	2	3	NR	1	1
A mix of men and women	2	2	2	NR	NR	3	NR
Not sure	1	<1	2	1	NR	<1	NR
Multiple Offenders							
Situation involved multiple offenders	24	23	29	18	NR	17	12
Margins of Error	±2%-4%	±2%-7%	±3%-8%	±4%-14%	--	±1%-10%	±3%-8%
Men							
Gender of Offenders							
Men	48	49	NR	NR	NR	NR	NR
Women	38	39	30	NR	NR	NR	NR
A mix of men and women	10	7	NR	NR	NR	4	NR
Not sure	4	5	NR	NR	NR	2	NR
Multiple Offenders							
Situation involved multiple offenders	31	32	NR	NR	NR	NR	NR
Margins of Error	±4%-10%	±8%-14%	±18%	--	--	±9%-11%	--

Note. WGRR 2015 Q167-Q168.

### ***Specific Breakouts for Women, by Paygrade***

- There were no significant differences between paygrades for gender and number of alleged offenders in the one situation (Table 11).

### ***Specific Breakouts for Men, by Paygrade***

- ***Men.*** Junior enlisted men (58%) were more likely than men in the other paygrades to indicate the offender(s) in the most serious situation were *men*, whereas senior enlisted members (34%) were less likely (Table 11).
- ***Women.*** There were no significant differences between paygrades for *women*.
- ***A Mix of Men and Women.*** There were no significant differences between paygrades for *a mix of men and women*.
- ***Not Sure.*** There were no significant differences between paygrades for *not sure*.
- ***Situation Involved Multiple Offenders.*** There were no significant differences between paygrades for *multiple offenders*.

**Table 11.**  
**Percent of Reserve Component Members Who Indicated Gender and Number of Alleged Offenders in the One Situation, by Gender by Paygrade**

Percent Indicating Marked					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
<b>Gender of Offenders</b>					
Men	95	96	94	98	92
Women	2	1	2	2	4
A mix of men and women	2	1	3	1	NR
Not sure	1	1	1	NR	NR
<b>Multiple Offenders</b>					
Situation involved multiple offenders	24	26	20	23	21
<i>Margins of Error</i>	$\pm 2\%-4\%$	$\pm 3\%-7\%$	$\pm 2\%-5\%$	$\pm 3\%-9\%$	$\pm 7\%-12\%$
<b>Men</b>					
<b>Gender of Offenders</b>					
Men	48	58	34	NR	NR
Women	38	31	47	NR	NR
A mix of men and women	10	9	12	NR	NR
Not sure	4	2	8	NR	NR
<b>Multiple Offenders</b>					
Situation involved multiple offenders	31	33	29	NR	NR
<i>Margins of Error</i>	$\pm 4\%-10\%$	$\pm 7\%-15\%$	$\pm 9\%-13\%$	--	--

Note. WGRR 2015 Q167-Q168.

## Rank/Status of Alleged Offender(s) in the One Situation

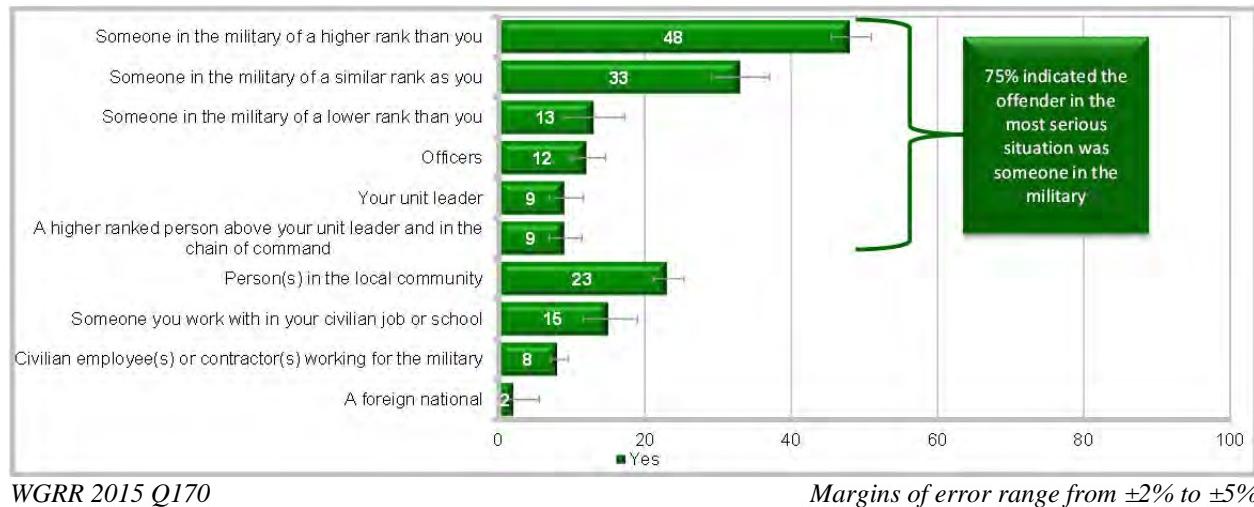
### Rank/Status of Alleged Offender(s) in the One Situation, by Gender

Reserve component members who indicated they had experienced a sexual assault in the past 12 months were asked to identify characteristics of the alleged offender in the most serious situation. They provided information on the organizational level of the alleged offender within the military or indicated whether the alleged offender was a civilian employee or contractor working for the military, someone from the local community, a foreign national, or someone they work with in their civilian job or school. Members may indicate there was more than one alleged offender involved; therefore, members could endorse more than one option. Results are reported separately for gender, Reserve component, and paygrade.

As shown in Figure 30, of the 3.2% of Reserve component women who indicated experiencing sexual assault in the past year, the majority (75%) indicated the alleged offender in the most serious situation was *someone in the military*. A little less than half (48%) of women indicated the alleged offender was *someone in the military of a higher rank*. One-third (33%) of women indicated the alleged offender was *someone in the military of a similar rank* and a little less than

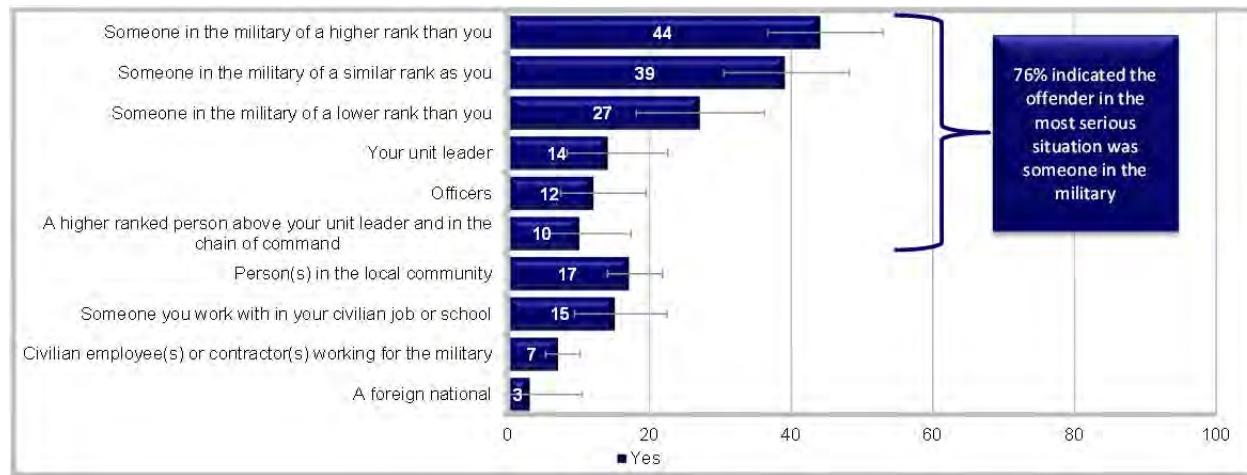
one-quarter (23%) indicated the alleged offender was a *person(s) in the local community*. Fifteen percent of women indicated the alleged offender was *someone in their civilian job or school* and 13% indicated the offender was *someone in the military of a lower rank*. A little more than one-tenth (12%) of women indicated the alleged offender was an *officer*. Fewer women indicated the alleged offender was *a higher ranked person above their unit leader and in the chain of command* (9%), *their unit leader* (9%), *a civilian employee or contractor working for the military* (8%), and/or *a foreign national* (2%).

**Figure 30.**  
**Percent of Women Who Indicated the Rank/Status of the Alleged Offender in the One Situation**



As shown in Figure 31, of the 0.6% of Reserve component men who indicated experiencing sexual assault in the past year, the majority (76%) indicated the alleged offender in the most serious situation was *someone in the military*. Less than half (44%) of men indicated the alleged offender was *someone in the military of a higher rank*. More than one-third (39%) of men indicated the alleged offender was *someone in the military of a similar rank*. More than one-quarter (27%) of men indicated the alleged offender was *someone in the military of a lower rank*.<sup>51</sup> A little less than one-fifth (17%) of men indicated the alleged offender was a *person(s) in the local community*. Fifteen percent of men indicated the alleged offender was *someone in their civilian job or school* and 14% indicated the alleged offender was *their unit leader*. A little more than one-tenth (12%) of men indicated the alleged offender was an *officer* and one-tenth (10%) indicated the alleged offender was *a higher ranked person above their unit leader and in the chain of command*. Fewer men indicated the alleged offender was *a civilian employee or contractor working for the military* (7%) and/or *a foreign national* (3%). Significant differences between components and paygrades follow.

<sup>51</sup>There are statistically significant differences between women and men in 2015. Women (13%) were less likely than men (27%) to indicate the alleged offender in the most serious situation was *someone in the military of a lower rank*.

**Figure 31.****Percent of Men Who Indicated the Rank/Status of the Alleged Offender in the One Situation****Specific Breakouts for Women, by Reserve Component**

- **Someone in the military.** There were no significant differences between components for *someone in the military* (Table 12).
- **Someone in the military of a lower rank than you.** There were no significant differences between components for *someone in the military of a lower rank*.
- **Someone in the military of a similar rank as you.** There were no significant differences between components for *someone in the military of a similar rank*.
- **Someone in the military of a higher rank than you.** There were no significant differences between components for *someone in the military of a higher rank*.
- **Your unit leader.** Women in the USAFR (3%) were less likely than women in the other Reserve components to indicate the offender in the most serious situation was *their unit leader*.
- **A higher ranked person above your unit leader and in the chain of command.** Women in the USAFR (3%) were less likely than women in the other Reserve components to indicate the offender in the most serious situation was *a higher ranked person above their unit leader and in the chain of command*.
- **Officers.** There were no significant differences between components for *officers*.
- **Civilian employee(s) or contractor(s) working for the military.** Women in the USNR (2%) were less likely than women in the other Reserve components to indicate the offender was *a civilian employee or contractor working for the military*.

- **Person(s) in the local community.** There were no significant differences between components for *person(s) in the local community*.
- **A foreign national.** There were no significant differences between components for *a foreign national*.
- **Someone you work with in your civilian job or school.** Women in the USAFR (6%) were less likely than women in the other Reserve components to indicate the offender in the most serious situation was *someone in their civilian job or school*.

### **Specific Breakouts for Men, by Reserve Component**

- **Someone in the military.** There were no significant differences between components for *someone in the military* (Table 13).
- **Someone in the military of a lower rank than you.** There were no significant differences between components for *someone in the military of a lower rank*.
- **Someone in the military of a similar rank as you.** There were no significant differences between components for *someone in the military of a similar rank*.
- **Someone in the military of a higher rank than you.** There were no significant differences between components for *someone in the military of a higher rank*.
- **Your unit leader.** There were no significant differences between components for *their unit leader*.
- **A higher ranked person above your unit leader and in the chain of command.** There were no significant differences between components for *a higher ranked person above their unit leader and in the chain of command*.
- **Officers.** Men in the ARNG (6%) were less likely than men in the other Reserve components to indicate the offender was *officers*.
- **Civilian employee(s) or contractor(s) working for the military.** There were no significant differences between components *a civilian employee or contractor working for the military*.
- **Person(s) in the local community.** There were no significant differences between components for *person(s) in the local community*.
- **A foreign national.** There were no significant differences between components for *a foreign national*.
- **Someone you work with in your civilian job or school.** There were no significant differences between components *someone in their civilian job or school*.

**Table 12.**  
*Percent of Reserve Component Women Who Indicated the Rank/Status of the Alleged Offender in the One Situation, by Reserve Component*

Percent Indicating Yes							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
Military Offender							
Someone in the military	75	78	73	75	NR	69	73
Offender Rank/Status							
Someone in the military of a lower rank than you	13	12	15	10	NR	11	10
Someone in the military of a similar rank as you	33	32	36	31	NR	30	35
Someone in the military of a higher rank than you	48	51	46	48	NR	44	42
Your unit leader	9	7	12	10	NR	13	3
A higher ranked person above your unit leader and in the chain of command	9	10	8	11	NR	7	3
Officers	12	9	16	9	NR	13	13
Civilian employee(s) or contractor(s) working for the military	8	6	11	2	NR	8	6
Person(s) in the local community	23	19	26	28	NR	24	24
A foreign national	2	2	3	NR	NR	1	1
Someone you work with in your civilian job or school	15	17	17	9	NR	12	6
Margins of Error	±2%-5%	±3%-7%	±4%-9%	±4%-17%	--	±3%-11%	±2%-11%

Note. WGRR 2015 Q170.

**Table 13.**

*Percent of Reserve Component Men Who Indicated the Rank/Status of the Alleged Offender in the One Situation, by Reserve Component*

Percent Indicating Yes							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Men							
Military Offender							
Someone in the military	76	78	NR	NR	NR	NR	NR
Offender Rank/Status							
Someone in the military of a lower rank than you	27	29	NR	NR	NR	NR	NR
Someone in the military of a similar rank as you	39	41	NR	NR	NR	NR	NR
Someone in the military of a higher rank than you	44	44	NR	NR	NR	NR	NR
Your unit leader	14	11	NR	NR	4	NR	NR
A higher ranked person above your unit leader and in the chain of command	10	5	NR	NR	NR	NR	NR
Officers	12	6	NR	NR	4	NR	NR
Civilian employee(s) or contractor(s) working for the military	7	8	4	NR	NR	NR	NR
Person(s) in the local community	17	11	NR	NR	NR	NR	NR
A foreign national	3	2	5	NR	NR	4	NR
Someone you work with in your civilian job or school	15	17	10	NR	NR	9	NR
Margins of Error	±4%-10%	±6%-14%	±9%-12%	--	±12%	±9%-14%	--

Note. WGRR 2015 Q170.

### **Specific Breakouts for Women, by Paygrade**

- **Someone in the military.** There were no significant differences between paygrades for *someone in the military* (Table 14).
- **Someone in the military of a lower rank than you.** Junior officers (29%) and senior officers (35%) were more likely than women in the other paygrades to indicate the offender in the most serious situation was *someone in the military of a lower rank*, whereas junior enlisted women (9%) were less likely.
- **Someone in the military of a similar rank as you.** There were no significant differences between paygrades for *someone in the military of a similar rank*.

- ***Someone in the military of a higher rank than you.*** Junior officer women (34%) were less likely than women in the other paygrades to indicate the offender was *someone in the military of a higher rank*.
- ***Your unit leader.*** There were no significant differences between paygrades for *their unit leader*.
- ***A higher ranked person above your unit leader and in the chain of command.*** Senior enlisted members (13%) were more likely than women in the other paygrades to indicate the offender was *a higher ranked person above their unit leader and in the chain of command*, whereas junior enlisted women (5%) were less likely.
- ***Officers.*** Junior officers (51%) and senior officers (56%) were more likely than women in the other paygrades to indicate the offender was an *officer*, whereas junior enlisted women (4%) were less likely.
- ***Civilian employee(s) or contractor(s) working for the military.*** Senior enlisted members (11%) were more likely than women in the other paygrades to indicate the offender was *a civilian employee or contractor working for the military*, whereas junior enlisted women (5%) were less likely.
- ***Person(s) in the local community.*** Junior enlisted members (27%) were more likely than members in the other paygrades to indicate the offender was *person(s) in the local community*, whereas senior enlisted women (16%) were less likely.
- ***A foreign national.*** There were no significant differences between paygrades for *a foreign national*.
- ***Someone you work with in your civilian job or school.*** There were no significant differences between paygrades for *someone in their civilian job or school*.

#### ***Specific Breakouts for Men, by Paygrade***

- There were no significant differences between paygrades for rank/status of the alleged offender in the one situation (Table 14).

**Table 14.**

*Percent of Reserve Component Members Who Indicated the Rank/Status of the Alleged Offender in the One Situation, by Gender by Paygrade*

Percent Indicating Yes					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
<b>Military Offender</b>					
Someone in the military	75	73	78	77	75
<b>Offender Rank/Status</b>					
Someone in the military of a lower rank than you	13	9	13	29	35
Someone in the military of a similar rank as you	33	32	36	27	30
Someone in the military of a higher rank than you	48	50	48	34	35
Your unit leader	9	8	11	7	15
A higher ranked person above your unit leader and in the chain of command	9	5	13	7	11
Officers	12	4	13	51	56
Civilian employee(s) or contractor(s) working for the military	8	5	11	7	6
Person(s) in the local community	23	27	16	19	22
A foreign national	2	2	2	1	7
Someone you work with in your civilian job or school	15	16	14	12	11
<i>Margins of Error</i>	±2%-5%	±3%-7%	±3%-6%	±4%-10%	±8%-12%
<b>Men</b>					
<b>Military Offender</b>					
Someone in the military	76	75	80	NR	NR
<b>Offender Rank/Status</b>					
Someone in the military of a lower rank than you	27	22	35	NR	NR
Someone in the military of a similar rank as you	39	38	41	NR	NR
Someone in the military of a higher rank than you	44	45	42	NR	NR
Your unit leader	14	13	15	NR	NR
A higher ranked person above your unit leader and in the chain of command	10	NR	18	NR	NR
Officers	12	NR	18	NR	NR
Civilian employee(s) or contractor(s) working for the military	7	3	11	NR	NR
Person(s) in the local community	17	15	18	NR	NR
A foreign national	3	2	5	NR	NR
Someone you work with in your civilian job or school	15	12	20	NR	NR
<i>Margins of Error</i>	±4%-10%	±5%-15%	±8%-13%	--	--

*Note.* WGRR 2015 Q170.

## Alcohol/Drug Involvement

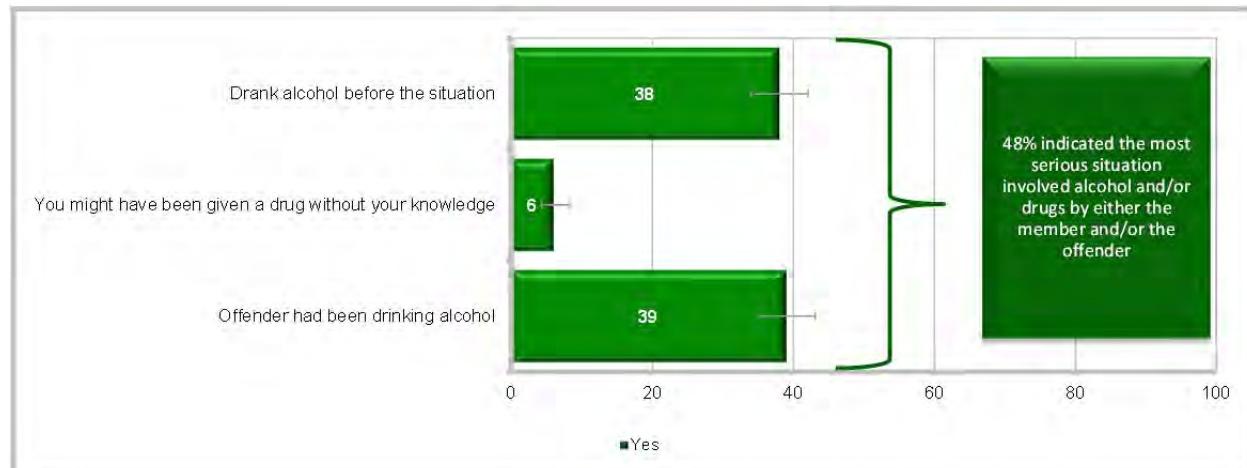
Reserve component members who indicated they had experienced a sexual assault in the past 12 months were asked whether they or the offender had been drinking alcohol or whether they thought they might have been given a drug without their consent before the sexual assault described in the most serious situation. This section first presents an overall rate of alcohol or drug involvement in the sexual assault and then a summary of the details of the involvement. Because these characteristics were not presented as mutually exclusive on the 2015 WGRR, Reserve component members could select more than one option. Results are reported separately for gender, Reserve component, and paygrade.

### Alcohol/Drug Involvement in the One Situation, by Gender

Of the 3.2% of women who indicated experiencing a sexual assault in the past 12 months, a little less than half (48%) indicated that alcohol and/or drugs were used by them or the offender before the most serious situation (Figure 32). More than one-third of women indicated *they had been drinking alcohol before the incident* (38%)<sup>52</sup> and/or the *offender had been drinking alcohol before* (39%). Fewer (6%) women indicated *they might have been given a drug without their knowledge*.

**Figure 32.**

**Percent of Reserve Component Women Who Indicated Alcohol/Drug Use Before the One Situation**



WGRR 2015 Q175-Q177

Margins of error range from  $\pm 3\%$  to  $\pm 5\%$

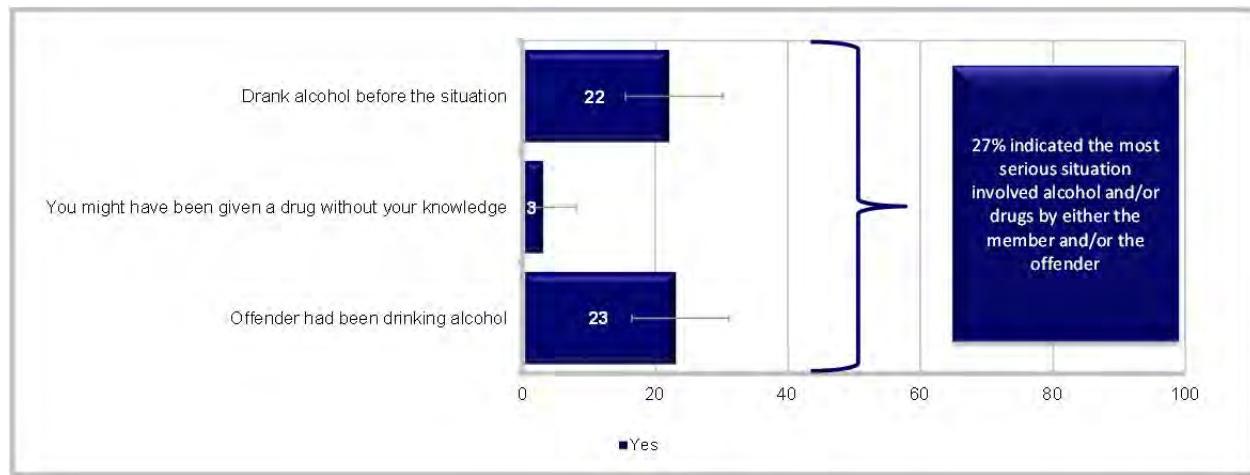
Of the 0.6% of men who indicated experiencing a sexual assault in the past 12 months, more than one-quarter (27%) indicated that alcohol and/or drugs were used by them or the offender before the most serious situation (Figure 33). A little more than one-fifth (22%) of men indicated *they had been drinking alcohol before* the incident and a little less than one-quarter

<sup>52</sup> Of the 38% of women who indicated they drank alcohol before the situation, 67% indicated the offender had bought them alcohol.

(23%) indicated the *offender had been drinking alcohol before*. Fewer (3%) men indicated *they might have been given a drug without their knowledge*.<sup>53</sup> Significant differences between components and paygrades follow.

**Figure 33.**

**Percent of Reserve Component Men Who Indicated Alcohol/Drug Use Before the One Situation**



**Specific Breakouts for Women, by Reserve Component**

- **Alcohol and/or drugs by the member and/or the offender.** Women in the USAR (40%) were less likely than women in the other Reserve components to indicate *alcohol and/or drugs were used by the member and/or the offender* in the most serious situation (Table 15).
- **You drank alcohol before the situation.** Women in the USAR (31%) were less likely than women in the other Reserve components to indicate *they drank alcohol before the situation*.
- **You might have been given a drug without your knowledge.** Women in the USAFR (2%) were less likely than women in the other Reserve components to indicate *they might have been given a drug without their knowledge*.
- **Offender had been drinking alcohol.** Women in the USAR (31%) were less likely than women in the other Reserve components to indicate the *offender had been drinking alcohol*.

<sup>53</sup> There are statistically significant differences between women and men. Women (38%) were more likely than men (22%) to indicate *they had been drinking alcohol before* the most serious situation. Women (39%) were more likely than men (23%) to indicate the *offender had been drinking alcohol before* the most serious situation.

### Specific Breakouts for Men, by Reserve Component

- There were no significant differences between components for alcohol/drug use before the one situation (Table 15).

**Table 15.**

*Percent of Reserve Component Members Who Indicated Alcohol/Drug Use Before the One Situation, by Gender by Reserve Component*

Within Reserve Component Comparisons	Percent Indicating Yes						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
<b>Women</b>							
<b>Any Alcohol/Drug Involvement</b>							
Alcohol and/or drugs by the member and/or the offender	48	52	40	56	NR	53	47
<b>Details of Alcohol/Drug Involvement</b>							
You drank alcohol before the situation	38	40	31	46	NR	48	38
You might have been given a drug without your knowledge	6	7	5	6	NR	3	2
Offender had been drinking alcohol	39	44	31	41	NR	46	40
<i>Margins of Error</i>	<i>±3%-5%</i>	<i>±5%-7%</i>	<i>±5%-8%</i>	<i>±8%-15%</i>	--	<i>±7%-10%</i>	<i>±5%-11%</i>
<b>Men</b>							
<b>Any Alcohol/Drug Involvement</b>							
Alcohol and/or drugs by the member and/or the offender	27	20	NR	NR	NR	NR	NR
<b>Details of Alcohol/Drug Involvement</b>							
You drank alcohol before the situation	22	15	NR	NR	NR	NR	NR
You might have been given a drug without your knowledge	3	NR	NR	NR	NR	NR	NR
Offender had been drinking alcohol	23	19	NR	NR	NR	NR	NR
<i>Margins of Error</i>	<i>±6%-9%</i>	<i>±13%-14%</i>	--	--	--	--	--

Note. WGRR 2015 Q175-Q177.

### Specific Breakouts for Women, by Paygrade

- **Alcohol and/or drugs by the member and/or the offender.** There were no significant differences between paygrades for *alcohol and/or drugs were used by the member and/or the offender* (Table 16).
- **You drank alcohol before the situation.** There were no significant differences between paygrades for *they drank alcohol before the situation*.

- ***You might have been given a drug without your knowledge.*** There were no significant differences between paygrades for *they might have been given a drug without their knowledge*.
- ***Offender had been drinking alcohol.*** Senior enlisted members (48%) were more likely than women in the other paygrades to indicate the *offender had been drinking alcohol* before the most serious situation, whereas junior enlisted women (33%) were less likely.

### Specific Breakouts for Men, by Paygrade

- There were no significant differences between paygrades for alcohol/drug use before the one situation (Table 16).

**Table 16.**  
**Percent of Reserve Component Members Who Indicated Alcohol/Drug Use Before the One Situation, by Gender by Paygrade**

Percent Indicating Yes					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
<b>Any Alcohol/Drug Involvement</b>					
Alcohol and/or drugs by the member and/or the offender	48	46	52	49	42
<b>Details of Alcohol/Drug Involvement</b>					
You drank alcohol before the situation	38	34	43	39	39
You might have been given a drug without your knowledge	6	6	5	7	6
Offender had been drinking alcohol	39	33	48	41	39
<i>Margins of Error</i>	±3%-5%	±5%-7%	±3%-6%	±7%-10%	±7%-12%
<b>Men</b>					
<b>Any Alcohol/Drug Involvement</b>					
Alcohol and/or drugs by the member and/or the offender	27	28	23	NR	NR
<b>Details of Alcohol/Drug Involvement</b>					
You drank alcohol before the situation	22	25	16	NR	NR
You might have been given a drug without your knowledge	3	3	3	NR	NR
Offender had been drinking alcohol	23	24	19	NR	NR
<i>Margins of Error</i>	±6%-9%	±10%-14%	±10%-11%	--	--

Note. WGRR 2015 Q175-Q177.

## Experience of Sexual Harassment and/or Stalking Before or After the One Situation

Reserve component members who indicated they had experienced a sexual assault in the past 12 months were asked whether they had been sexually harassed and/or stalked by the alleged offender before or after the most serious situation. References to sexual harassment and stalking were not defined in the survey item and are based on self-interpretation. Results are reported separately for gender, Reserve component, and paygrade.

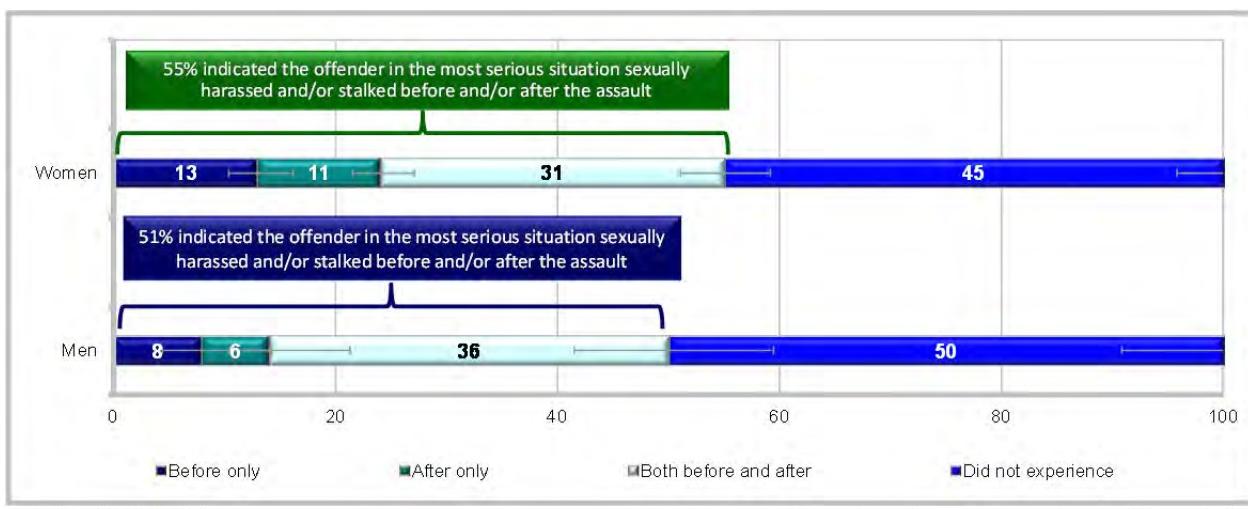
### Sexual Harassment and/or Stalking Before/After the One Situation, by Gender

Of the 3.2% of women who indicated experiencing a sexual assault in the past 12 months, a little more than half (55%) indicated *the offender in the most serious situation sexually harassed and/or stalked them before and/or after* the most serious situation (Figure 34). A little less than one-third (31%) of women indicated they were sexually harassed and/or stalked by the alleged offender *both before and after* the assault, while 13% indicated they were sexually harassed and/or stalked by the alleged offender *before only*, and a little more than one-tenth (11%) indicated *after only*. A little less than half (45%) of women indicated they *did not experience* sexual harassment or stalking by the alleged offender either before or after the situation.

Of the 0.6% of men who indicated experiencing a sexual assault in the past 12 months, a little more than half (51%) indicated *the offender in the most serious situation sexually harassed and/or stalked them before and/or after* the most serious situation (Figure 34). More than one-third (36%) of men indicated they were sexually harassed and/or stalked by the alleged offender *both before and after* the assault, while fewer men indicated they were sexually harassed and/or stalked by the alleged offender *before only* (8%) or indicated *after only* (6%). Half (50%) of men indicated they *did not experience* sexual harassment or stalking by the alleged offender either before or after the situation. Significant differences between components and paygrades follow.

**Figure 34.**

**Percent of Reserve Component Members Who Indicated Sexual Harassment/Stalking Before/After the One Situation, by Gender**



WGRR 2015 Q174

Margins of error range from  $\pm 4\%$  to  $\pm 10\%$

### Specific Breakouts for Women, by Reserve Component

- **Sexually harassed and/or stalked before and/or after.** Women in the ANG (40%) and USAFR (41%) were less likely than women in the other Reserve components to indicate they were *sexually harassed and/or stalked before and/or after* the most serious situation by the offender (Table 17).
- **Before only.** There were no significant differences between components for *before only*.
- **After only.** Women in the USAFR (4%) were less likely than women in the other Reserve components to indicate they were sexually harassed/stalked *after only*.
- **Both before and after.** Women in the ANG (17%) were less likely than women in the other Reserve components to indicate they sexually harassed/stalked *both before and after*.
- **Did not experience.** Women in the ANG (60%) and USAFR (59%) were more likely than women in the other Reserve components to indicate they *did not experience* sexual harassment or stalking before/after the assault.

### Specific Breakouts for Men, by Reserve Component

- There were no significant differences between components for sexual harassment/stalking before/after the one situation (Table 17).

**Table 17.**

*Percent of Reserve Component Members Who Indicated Sexual Harassment/Stalking Before/After the One Situation, by Gender by Reserve Component*

Percent Indicating Yes							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
Sexual Harassment/Stalking Before/After the One Situation							
Sexually harassed and/or stalked before and/or after	55	57	59	55	NR	40	41
When Sexual Harassment/Stalking Occurred							
Before only	13	11	14	16	NR	17	8
After only	11	12	10	13	NR	6	4
Both before and after	31	33	34	26	NR	17	28
Did not experience	45	44	42	45	NR	60	59
Margins of Error	±4%-5%	±5%-7%	±6%-9%	±14%-16%	--	±5%-10%	±6%-10%
Men							
Sexual Harassment/Stalking Before/After the One Situation							
Sexually harassed and/or stalked before and/or after	51	48	NR	NR	NR	NR	NR
When Sexual Harassment/Stalking Occurred							
Before only	8	9	6	NR	NR	NR	NR
After only	6	NR	NR	NR	NR	NR	NR
Both before and after	36	33	NR	NR	NR	NR	NR
Did not experience	50	52	NR	NR	NR	NR	NR
Margins of Error	±7%-10%	±11%-14%	±13%	--	--	--	--

Note. WGRR 2015 Q174.

### Specific Breakouts for Women, by Paygrade

- **Sexually harassed and/or stalked before and/or after.** Junior officer women (42%) were less likely than women in the other paygrades to indicate they were *sexually harassed and/or stalked before and/or after* the most serious situation (Table 18).
- **Before only.** There were no significant differences between paygrades for *before only*.
- **After only.** There were no significant differences between paygrades for *after only*.
- **Both before and after.** There were no significant differences between paygrades for *both before and after*.

- **Did not experience.** Junior officer women (58%) were more likely than women in the other paygrades to indicate they *did not experience* sexual harassment/stalking before/after the assault.

### Specific Breakouts for Men, by Paygrades

- There were no significant differences between paygrades for sexual harassment/stalking before/after the one situation (Table 18).

**Table 18.**

**Percent of Reserve Component Members Who Indicated Sexual Harassment/Stalking Before/After the One Situation the One Situation, by Gender by Paygrade**

Percent Indicating Yes					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
<b>Sexual Harassment/Stalking Before/After the One Situation</b>					
Sexually harassed and/or stalked before and/or after	55	57	55	42	43
<b>When Sexual Harassment/Stalking Occurred</b>					
Before only	13	13	14	9	9
After only	11	12	9	8	14
Both before and after	31	32	31	25	20
Did not experience	45	43	46	58	57
Margins of Error	±4%–5%	±6%–7%	±4%–6%	±6%–10%	±9%–12%
<b>Men</b>					
<b>Sexual Harassment/Stalking Before/After the One Situation</b>					
Sexually harassed and/or stalked before and/or after	51	52	47	NR	NR
<b>When Sexual Harassment/Stalking Occurred</b>					
Before only	8	7	7	NR	NR
After only	6	9	3	NR	NR
Both before and after	36	35	38	NR	NR
Did not experience	50	49	53	NR	NR
Margins of Error	±7%–10%	±10%–14%	±5%–13%	--	--

Note. WGRR 2015 Q174.

### Bullying/Hazing in the One Situation

Reserve component members who indicated they had experienced a sexual assault in the past 12 months were asked whether they would describe the most serious situation as hazing (defined in the survey item as “*things done to humiliate or ‘toughen up’ people prior to accepting them into a group*”) or bullying (defined in the survey as “*repeated verbally or physically abusive*

*behaviors that are threatening, humiliating, or intimidating"). Results are reported separately for gender, Reserve component, and paygrade.*

### Bullying/Hazing in the One Situation, by Gender

Of the 3.2% of women who indicated experiencing a sexual assault in the past 12 months, few (5%) would describe the most serious situation as hazing and a little less than one-fifth (19%) would describe it as bullying (Figure 35). Fifteen percent of women would describe the situation as *bullying only*. Few women would describe the situation as *both hazing and bullying* (3%) or as *hazing only* (2%). The majority (80%) of women indicated they would describe the situation as *neither hazing nor bullying*.

As shown in Figure 35, of the 0.6% of men who indicated experiencing a sexual assault in the past 12 months, more than one-third would describe the most serious situation as hazing (34%) or as bullying (39%). More than one-quarter (29%) of men would describe the most serious situation as *both hazing and bullying*. One-tenth (10%) of men would describe the situation as *bullying only* and 4% would describe the situation as *hazing only*. More than half (56%) of men indicated they would describe the situation as *neither hazing nor bullying*.<sup>54</sup>

**Figure 35.**  
*Percent of Reserve Component Members Who Indicated They Would Describe the One Situation as Hazing or Bullying, by Gender*



WGRR 2015 Q173

### Specific Breakouts for Women, by Reserve Component

- **Experienced hazing.** Women in the USAFR (1%) were less likely than women in the other Reserve components to indicate they *experienced hazing* (Table 19).

<sup>54</sup> There are statistically significant differences between women and men. Women (80%) were more likely than men (56%) to indicate they would describe the most serious situation as *neither hazing nor bullying*.

- **Experienced bullying.** Women in the USAFR (8%) were less likely than women in the other Reserve components to indicate they *experienced bullying*.
- **Hazing only.** There were no significant differences between components for *hazing only*.
- **Bullying only.** Women in the USAFR (6%) were less likely than women in the other Reserve components to indicate the behavior in the most serious situation was *bullying only*.
- **Both hazing and bullying.** There were no significant differences between components for *both hazing and bullying*.
- **Neither hazing nor bullying.** Women in the USAFR (93%) were more likely than women in the other Reserve components to indicate the behavior was *neither hazing nor bullying*.

### Specific Breakouts for Men, by Reserve Component

- There were no significant differences between components for describing the one situation as hazing or bullying (Table 19).

**Table 19.**

*Percent of Reserve Component Members Who Indicated They Would Describe the One Situation as Hazing or Bullying, by Gender by Reserve Component*

Percent Indicating Yes							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
<b>Hazing and Bullying</b>							
Experienced hazing	5	6	7	NR	NR	5	1
Experienced bullying	19	21	20	13	NR	17	8
<b>Hazing and Bullying Combinations</b>							
Hazing only	2	2	4	NR	NR	1	NR
Bullying only	15	16	16	13	NR	14	6
Both hazing and bullying	3	4	3	NR	NR	2	1
Neither hazing nor bullying	80	78	77	87	NR	83	93
Margins of Error	±2%-4%	±4%-7%	±4%-8%	±13%	--	±3%-8%	±6%
Men							
<b>Hazing and Bullying</b>							
Experienced hazing	34	33	NR	NR	NR	NR	NR
Experienced bullying	39	36	NR	NR	NR	NR	NR
<b>Hazing and Bullying Combinations</b>							
Hazing only	4	4	5	NR	NR	NR	NR
Bullying only	10	6	12	NR	NR	NR	NR
Both hazing and bullying	29	29	NR	NR	NR	NR	NR
Neither hazing nor bullying	56	60	NR	NR	NR	NR	NR
Margins of Error	±5%-10%	±9%-14%	±11%-17%	--	--	--	--

Note. WGRR 2015 Q173.

### Specific Breakouts for Women, by Paygrade

- There were no significant differences between paygrades for describing the one situation as hazing or bullying (Table 20).

### Specific Breakouts for Men, by Paygrade

- There were no significant differences between paygrades for describing the one situation as hazing or bullying (Table 20).

**Table 20.**

*Percent of Reserve Component Members Who Indicated They Would Describe the One Situation as Hazing or Bullying, by Gender by Paygrade*

Percent Indicating Yes					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
<b>Hazing and Bullying</b>					
Experienced hazing	5	6	5	5	2
Experienced bullying	19	19	20	17	11
<b>Hazing and Bullying Combinations</b>					
Hazing only	2	4	1	NR	2
Bullying only	15	16	15	13	11
Both hazing and bullying	3	2	5	5	NR
Neither hazing nor bullying	80	79	80	83	87
<i>Margins of Error</i>	±2%-4%	±3%-7%	±2%-5%	±6%-8%	±6%-9%
<b>Men</b>					
<b>Hazing and Bullying</b>					
Experienced hazing	34	34	34	NR	NR
Experienced bullying	39	42	35	NR	NR
<b>Hazing and Bullying Combinations</b>					
Hazing only	4	4	6	NR	NR
Bullying only	10	11	8	NR	NR
Both hazing and bullying	29	31	27	NR	NR
Neither hazing nor bullying	56	55	58	NR	NR
<i>Margins of Error</i>	±5%-10%	±8%-15%	±8%-13%	--	--

Note. WGRR 2015 Q173.

## Negative Impact as a Result of the One Situation

Reserve component members who indicated they had experienced a sexual assault in the past 12 months were asked if the most serious situation made them think about leaving the Guard or Reserve and/or consider requesting a transfer to another Reserve component. Members were also asked whether there were other negative impacts, such as: it made it hard for them to do their job or complete their work, made them take a sick day or any other type of leave, and if the situation damaged their personal relationships. Results are reported separately for gender, Reserve component, and paygrade.

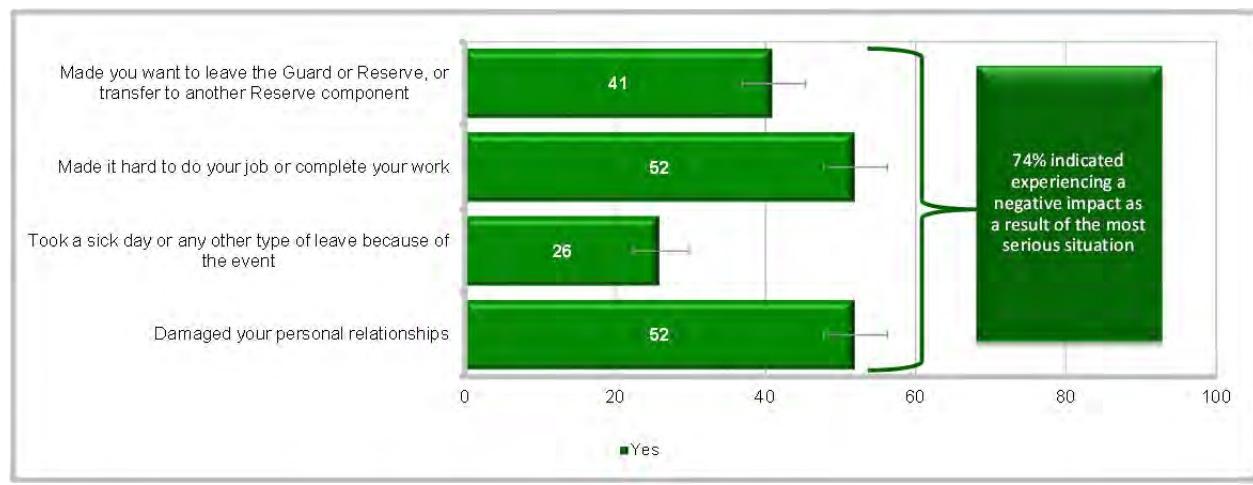
### Negative Impact as a Result of the One Situation, by Gender

As shown in Figure 36, of the 3.2% of Reserve component women who indicated experiencing sexual assault in the past year, the majority (74%) indicated they experienced a negative impact as a result of the most serious situation. A little more than half of women indicated the most serious situation *damaged their personal relationships* and *made it hard to do their job or*

*complete their work (both 52%). Forty-one percent of women indicated the situation *made them want to leave the Guard or Reserve or transfer to another Reserve component* and more than one-quarter (26%) indicated they *took a sick day or any other type of leave because of the event*.*

**Figure 36.**

**Percent of Women Who Indicated a Negative Impact as a Result of the One Situation**

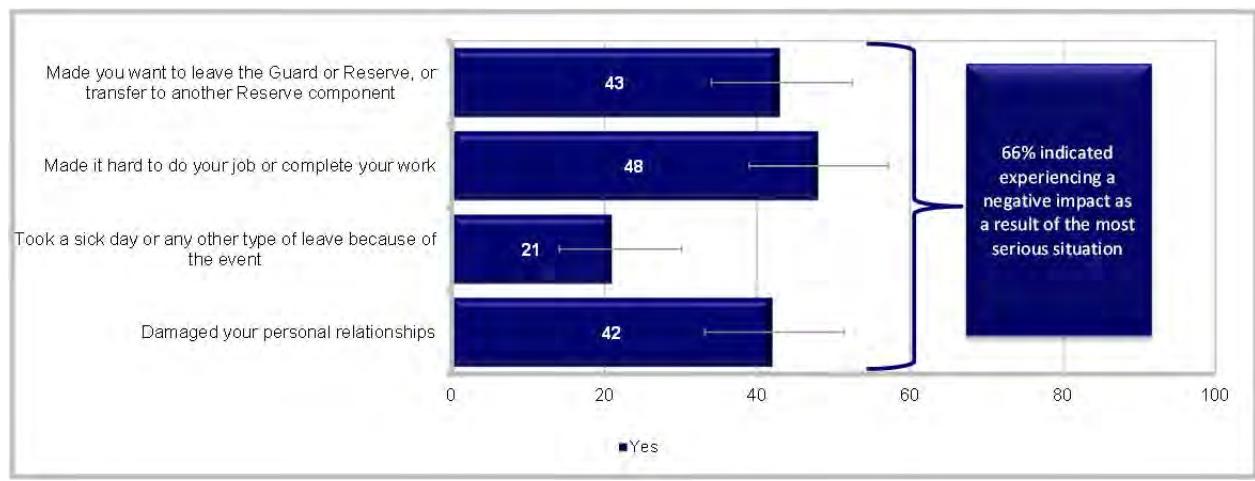


WGRR 2015 Q178

Margins of error range from  $\pm 4\%$  to  $\pm 5\%$

As shown in Figure 37, of the 0.6% of Reserve component men who indicated experiencing sexual assault in the past year, two-thirds (66%) indicated they experienced a negative impact as a result of the most serious situation. A little less than half (48%) of men indicated the most serious situation *made it hard to do their job or complete your work* and less than half (43%) indicated the situation *made them want to leave the Guard or Reserve or transfer to another Reserve component*. Forty-two percent of men indicated the most serious situation *damaged their personal relationships*. A little more than one-fifth (21%) indicated they *took a sick day or any other type of leave because of the event*. Significant differences between components and paygrades follow.

**Figure 37.**  
**Percent of Men Who Indicated a Negative Impact as a Result of the One Situation**



### Specific Breakouts for Women, by Reserve Component

- **Negative Impact as a Result.** Women in the ANG (60%) were less likely than women in the other Reserve components to indicate they experienced a negative impact as a result the most serious situation (Table 21).
- **Made you want to leave the Guard or Reserve, or transfer to another Reserve component.** Women in the USAFR (26%) were less likely than women in the other Reserve components to indicate the most serious situation *made them want to leave the Guard or Reserve, or transfer to another Reserve component*.
- **Made it hard to do your job or complete your work.** There were no significant differences between components for *made it hard to do their job or complete their work*.
- **Took a sick day or any other type of leave because of the event.** Women in the USNR (14%) were less likely than women in the other Reserve components to indicate they *took a sick day or any other type of leave because of the event*.
- **Damaged your personal relationships.** There were no significant differences between components for *damaged their personal relationships*.

### Specific Breakouts for Men, by Reserve Component

- **Negative Impact as a Result.** Men in the ANG (84%) were more likely than the men in the other Reserve components to indicate they experienced a negative impact as a result the most serious situation, whereas men in the ARNG (57%) were less likely (Table 21).

- **Made you want to leave the Guard or Reserve, or transfer to another Reserve component.** There were no significant differences between components for *made them want to leave the Guard or Reserve, or transfer to another Reserve component*.
- **Made it hard to do your job or complete your work.** There were no significant differences between components for *made it hard to do their job or complete their work*.
- **Took a sick day or any other type of leave because of the event.** There were no significant differences between components for *took a sick day or any other type of leave because of the event*.
- **Damaged your personal relationships.** There were no significant differences between components for *damaged their personal relationships*.

**Table 21.**

*Percent of Reserve Component Members Who Indicated a Negative Impact as a Result of the One Situation, by Gender by Reserve Component*

Percent Indicating Yes							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
<b>Experienced a Negative Impact</b>							
Negative impact as a result	74	76	76	71	NR	60	65
<b>Type of Negative Impact</b>							
Made you want to leave the Guard or Reserve, or transfer to another Reserve component	41	43	43	38	NR	31	26
Made it hard to do your job or complete your work	52	52	55	44	NR	47	50
Took a sick day or any other type of leave because of the event	26	28	28	14	NR	31	22
Damaged your personal relationships	52	52	56	51	NR	45	40
<i>Margins of Error</i>	$\pm 4\%-5\%$	$\pm 6\%-7\%$	$\pm 8\%$	$\pm 10\%-15\%$	--	$\pm 10\%-11\%$	$\pm 10\%-11\%$
Men							
<b>Experienced a Negative Impact</b>							
Negative impact as a result	66	57	78	NR	NR	84	NR
<b>Type of Negative Impact</b>							
Made you want to leave the Guard or Reserve, or transfer to another Reserve component	43	40	NR	NR	NR	NR	NR
Made it hard to do your job or complete your work	48	44	NR	NR	NR	NR	NR
Took a sick day or any other type of leave because of the event	21	15	NR	NR	NR	NR	NR
Damaged your personal relationships	42	36	NR	NR	NR	NR	NR
<i>Margins of Error</i>	$\pm 10\%$	$\pm 12\%-14\%$	$\pm 16\%$	--	$\pm 12\%$	$\pm 9\%-17\%$	--

Note. WGRR 2015 Q178.

### Specific Breakouts for Women, by Paygrade

- ***Negative Impact as a Result.*** Junior officer women (60%) were less likely than women in the other paygrades to indicate they experienced a negative impact as a result the most serious situation (Table 22).
- ***Made you want to leave the Guard or Reserve, or transfer to another Reserve component.*** Junior enlisted women (45%) were more likely than women in the other paygrades to indicate the most serious situation *made them want to leave the Guard or*

*Reserve, or transfer to another Reserve component*, whereas junior officers (24%) and senior officers (27%) were less likely.

- ***Made it hard to do your job or complete your work.*** Junior officer women (36%) were less likely than women in the other paygrades to indicate the situation *made it hard to do their job or complete their work*.
- ***Took a sick day or any other type of leave because of the event.*** Junior officer women and senior officers (both 15%) were less likely than women in the other paygrades to indicate they *took a sick day or any other type of leave because of the event*.
- ***Damaged your personal relationships.*** There were no significant differences between paygrades for *damaged your personal relationships*.

### Specific Breakouts for Men, by Paygrade

- There were no significant differences between paygrades for experiencing a negative impact as a result of the most serious situation (Table 22).

**Table 22.**

*Percent of Reserve Component Members Who Indicated a Negative Impact as a Result of the One Situation, by Gender by Paygrade*

Percent Indicating Yes					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
<b>Experienced a Negative Impact</b>					
Negative impact as a result	74	76	73	60	70
<b>Type of Negative Impact</b>					
Made you want to leave the Guard or Reserve, or transfer to another Reserve component	41	45	38	24	27
Made it hard to do your job or complete your work	52	52	57	36	45
Took a sick day or any other type of leave because of the event	26	27	28	15	15
Damaged your personal relationships	52	56	48	47	40
<i>Margins of Error</i>	$\pm 4\%-5\%$	$\pm 7\%$	$\pm 5\%-6\%$	$\pm 7\%-10\%$	$\pm 10\%-12\%$
<b>Men</b>					
<b>Experienced a Negative Impact</b>					
Negative impact as a result	66	71	58	NR	NR
<b>Type of Negative Impact</b>					
Made you want to leave the Guard or Reserve, or transfer to another Reserve component	43	45	41	NR	NR
Made it hard to do your job or complete your work	48	50	46	NR	NR
Took a sick day or any other type of leave because of the event	21	20	20	NR	NR
Damaged your personal relationships	42	44	38	NR	NR
<i>Margins of Error</i>	$\pm 10\%$	$\pm 14\%-15\%$	$\pm 12\%-13\%$	--	--

Note. WGRR 2015 Q178.

## Reporting the One Situation to Military

Reserve component members who indicated they experienced a sexual assault in the past 12 months were asked if they reported the most serious situation to the military, to indicate the type of report made, and whether they would make the same decision about reporting. Results for whether the most serious situation was reported and the type of report made are reported separately for gender. Additional information is provided for women by Reserve component and by paygrade. Results for whether members would make the same decision about reporting is presented for women only. Results for men are not reportable.

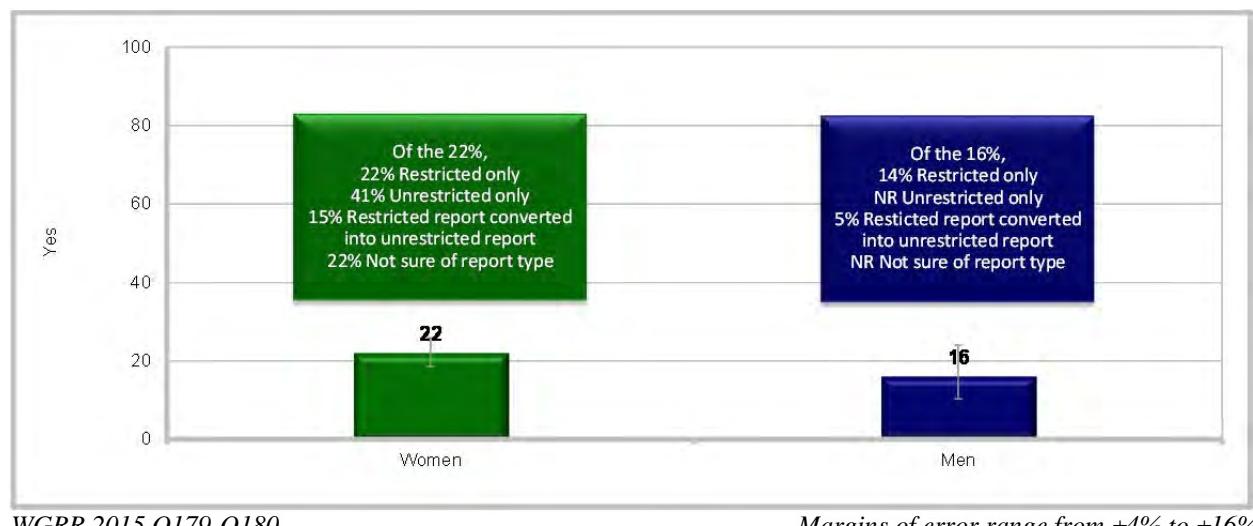
## Reporting the One Situation, by Gender

As shown in Figure 38, of the 3.2% of Reserve component women who indicated experiencing sexual assault in the past year, a little more than one-fifth (22%) indicated they reported the most serious situation to the military. Of the 22% who reported to the military, a little more than one-fifth of women indicated those reports were *restricted only* or they were *not sure of report type* (both 22%). Forty-one percent of women indicated the report was *unrestricted only* and 15% indicated their report was a *restricted report converted into an unrestricted report*.<sup>55</sup>

Of the 0.6% of Reserve component men who indicated experiencing sexual assault in the past year, 16% indicated they reported the most serious situation to the military (Figure 38). Of the 16% who reported to the military, 14% of those reports were *restricted only* and 5% indicated their report was a *restricted report converted into an unrestricted report*.

**Figure 38.**

**Percent of Reserve Component Members Who Reported the One Situation to the Military, by Gender**



## Specific Breakouts for Women, by Reserve Component

- There were no significant differences between components for reported this unwanted event to the military (Table 23).

<sup>55</sup> Reserve component members may initially make a restricted report, but it may become an unrestricted report in a number of ways. They may choose to convert the report to unrestricted or, if command or leadership is made aware of the incident, an investigation may occur and the report might be converted to unrestricted during that process.

**Table 23.**  
**Percent of Reserve Component Women Who Reported the One Situation and Type of Report Made, by Reserve Component**

Percent Indicating Yes							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
Officially reported this unwanted event to the military	22	25	18	23	NR	26	15
Type of Report Made							
Restricted only	22	18	NR	NR	NA	14	NR
Unrestricted only	41	47	36	NR	NA	NR	NR
Restricted Report Converted into an Unrestricted Report	15	12	17	NR	NA	NR	NR
Not sure	22	23	17	NR	NA	NR	NR
Margins of Error	±4%-10%	±7%-16%	±7%-17%	±15%	--	±11%-14%	±9%

Note. WGRR 2015 Q179-Q180.

### Specific Breakouts for Women, by Paygrade

- **Officially reported this unwanted event to the military.** Junior officer women (12%) were less likely than women in the other paygrades to indicate they *officially reported this unwanted event to the military* (Table 24).
- **Restricted only.** There were no significant differences between paygrades for *restricted only*.
- **Unrestricted only.** There were no significant differences between paygrades for *unrestricted only*.
- **Restricted Report Converted into an Unrestricted Report.** There were no significant differences between paygrades for *converted*.
- **Not sure.** There were no significant differences between paygrades for *not sure*.

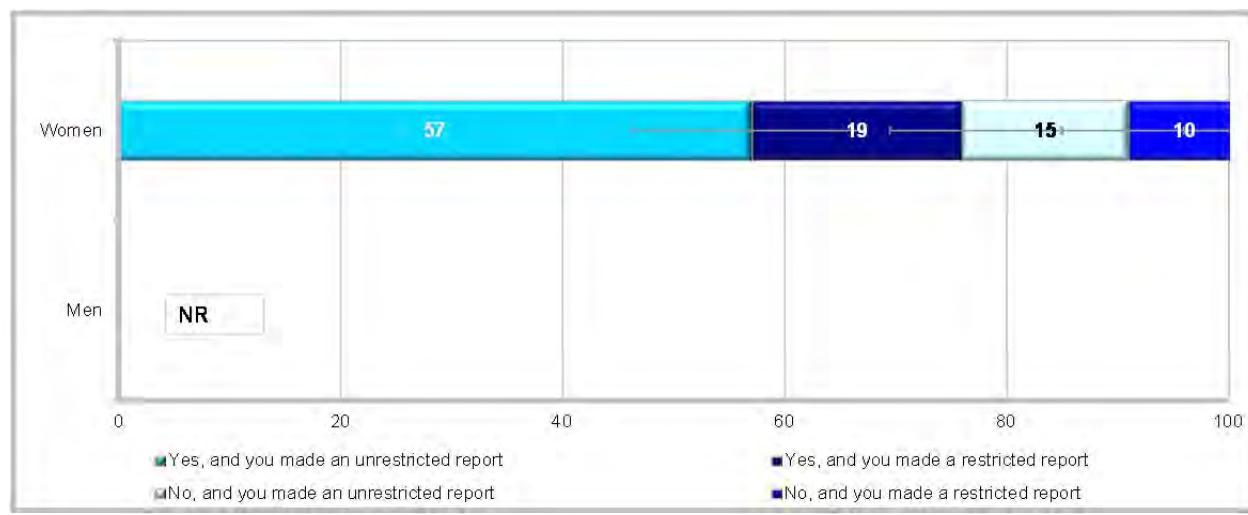
**Table 24.**  
**Percent of Reserve Component Women Who Reported the One Situation and Type of Report Made, by Paygrade**

Percent Indicating Yes					
Within Paygrade Comparisons	Overall	E1-E4	E5-E9	O1-O3/ W1-W5	O4-O6
Higher Response					
Lower Response					
<b>Women</b>					
Officially reported this unwanted event to the military	22	25	20	12	14
<b>Type of Report Made</b>					
Restricted only	22	22	19	NR	NR
Unrestricted only	41	40	45	NR	NR
Restricted Report Converted into an Unrestricted Report	15	16	15	NR	NR
Not sure	22	23	21	NR	NR
Margins of Error	±4%-10%	±7%-15%	±5%-12%	±8%	±10%

Note. WGRR 2015 Q179-Q180.

As shown in Figure 39, of the 22% of Reserve component women who reported the most serious situation to the military, more than half (57%) indicated they would make the same decision about making an unrestricted report if they could do it over and a little less than one-fifth (19%) would make the same decision about a restricted report. Fifteen percent of women indicated they would not make the same decision of an unrestricted report if they could do it over and one-tenth (10%) would not make the same decision of a restricted report. Results for men are not reportable.

**Figure 39.**  
**Percent of Reserve Component Members Who Would Make Same Decision About Reporting, by Gender**



WGRR 2015 Q180, Q186

Margins of error range from ±9% to ±11%

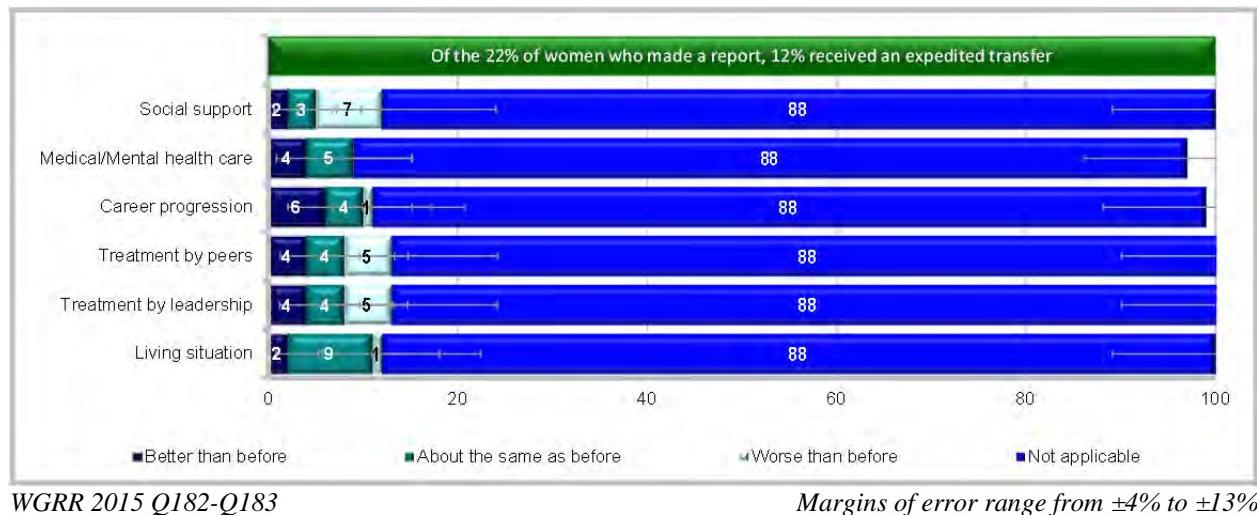
## Expedited Transfer as a Result of Reporting

Reserve component members who indicated they experienced a sexual assault in the past 12 months and reported the most serious situation to the military were asked if they received an expedited transfer as a result of their report. If the member had received one, they were asked how aspects of their life now compared to before the transfer. Results are reported only at the overall level for women. Results for women by Reserve component and by paygrade are not reportable. Results for men are not reportable.

### Expedited Transfer for Women

As shown in Figure 40, of the 22% of Reserve component women who reported the most serious situation to the military, a little more than one-tenth (12%) received an expedited transfer. Of the 12% who received an expedited transfer, few women indicated their *career progression* was better than before (6%), their *medical/mental health care* was better than before (4%), their *treatment by peers* and *treatment by leadership* was better than before (4%), their *living situation* was better than before (2%), and their *social support* was better than before (2%).<sup>56</sup>

**Figure 40.**  
**Percent of Reserve Component Women Who Indicated Consequences of the Expedited Transfer**



<sup>56</sup> The reader should note that the majority of members indicated consequences were “not applicable” in Figure 40. Therefore, while a minority indicated aspects of the transfer were better than before, this group is still larger than those who indicated consequences were worse than before.

## Outcomes of Reporting the One Situation

The next section provides details on the estimated rates and experiences of perceived professional reprisal and perceived ostracism/maltreatment of Reserve component members who indicated experiencing a sexual assault in the past 12 months and made a report of the most serious situation.<sup>57</sup> Results are reported at the total DoD level only. Results by gender, by Reserve component, and paygrade are not reportable.

### Perceived Professional Reprisal as a Result of Reporting the One Situation

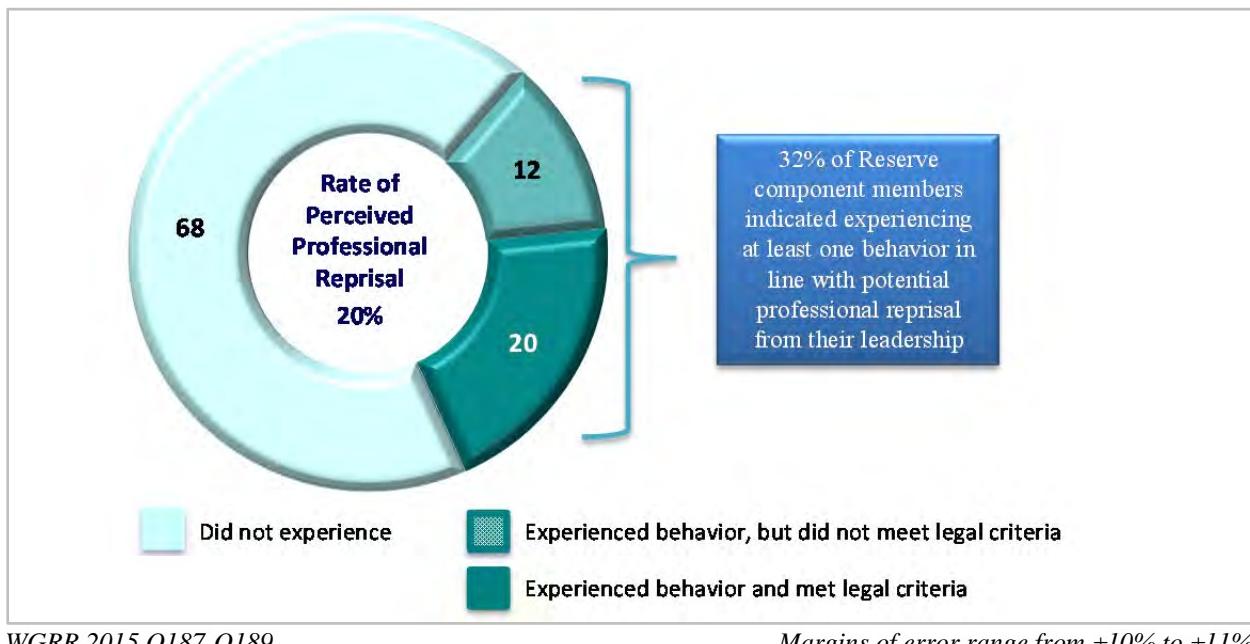
As shown in Figure 41, a little more than two-thirds (68%) of Reserve component members (both women and men) who reported their most serious situation to the military did not experience any behaviors consistent with potential professional reprisal while a little less than one-third (32%) perceived experiencing at least one behavior consistent with potential professional reprisal as a result of reporting their sexual assault (this includes those who did and did not indicate additional motivating factors). A little more than one-tenth (12%) of Reserve component members perceived experiencing a behavior consistent with potential professional reprisal, but did not experience additional motivating factors needed to be included in the estimated overall rate; and one-fifth (20%) experienced a behavior consistent with potential professional reprisal and did experience additional motivating factors needed to be included in the estimated overall rate. Those members included in the estimated *Perceived Professional Reprisal* rate reported experiencing a behavior consistent with potential professional reprisal from their leadership, believed that the leadership actions experienced were based on their report of sexual assault, and believed their leadership was trying to get back at them for making a report (unrestricted or restricted), trying to discourage them from moving forward with the report, or were mad at the respondent for causing a problem for them. The estimated overall *Perceived Professional Reprisal Rate* for Reserve component members was 20%.

<sup>57</sup> Specific details on how rates of perceived professional reprisal and perceived ostracism/maltreatment are constructed can be found in Chapter 1.

The estimates presented in the *Outcomes of Reporting the One Situation* section reflect the Reserve component members' perceptions about a negative experience associated with their reporting of a sexual assault and not necessarily a reported or legally substantiated incident of retaliation.

**Figure 41.**

*Estimated Perceived Professional Reprisal Rate for Reserve Component Members*



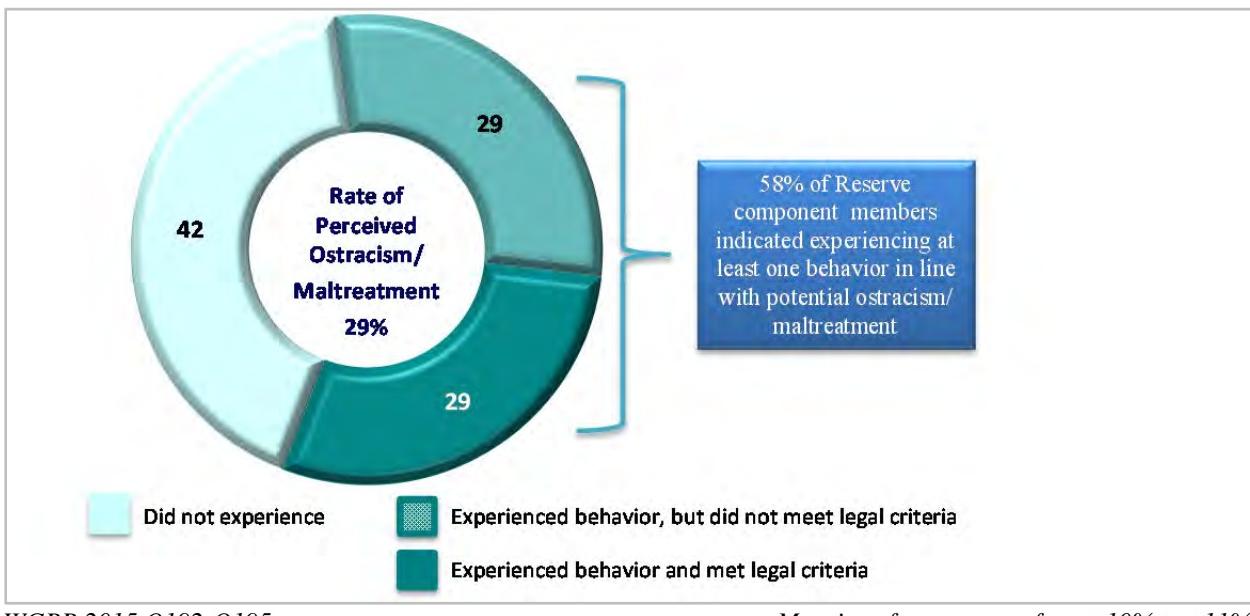
WGRR 2015 Q187-Q189

Margins of error range from  $\pm 10\%$  to  $\pm 11\%$

### Perceived Ostracism/Maltreatment

As shown in Figure 42, 42% of Reserve component members (both women and men) who reported their most serious situation to the military did not experience any behaviors consistent with potential ostracism/maltreatment while more than half (58%) experienced at least one behavior consistent with potential ostracism/maltreatment (this includes those who did and did not experience additional motivating factors). More than one-quarter (29%) of Reserve component members experienced a behavior consistent with potential ostracism/maltreatment, but did not indicate additional motivating factors; and more than one-quarter (29%) experienced a behavior consistent with potential ostracism/maltreatment and experienced additional motivating factors. Those members included in the estimated *Perceived Ostracism/Maltreatment* rate perceived experiencing potential ostracism and/or potential maltreatment behaviors as a result of reporting a sexual assault, including experiencing some other negative action , believed that the person(s) who took these actions knew or suspected they made an official (unrestricted or restricted) sexual assault report, and believed the individual(s) was trying to discourage them from moving forward with the report, or discourage others from reporting, were trying to make them feel excluded, or were trying to abuse or humiliate them. The estimated overall *Perceived Ostracism/Maltreatment Rate* for Reserve component members was 29%.

The estimates presented in the *Outcomes of Reporting the One Situation* section reflect the Reserve component members' perceptions about a negative experience associated with their reporting of a sexual assault and not necessarily a reported or legally substantiated incident of retaliation.

**Figure 42.***Estimated Perceived Ostracism/Maltreatment Rate for Reserve Component Members*

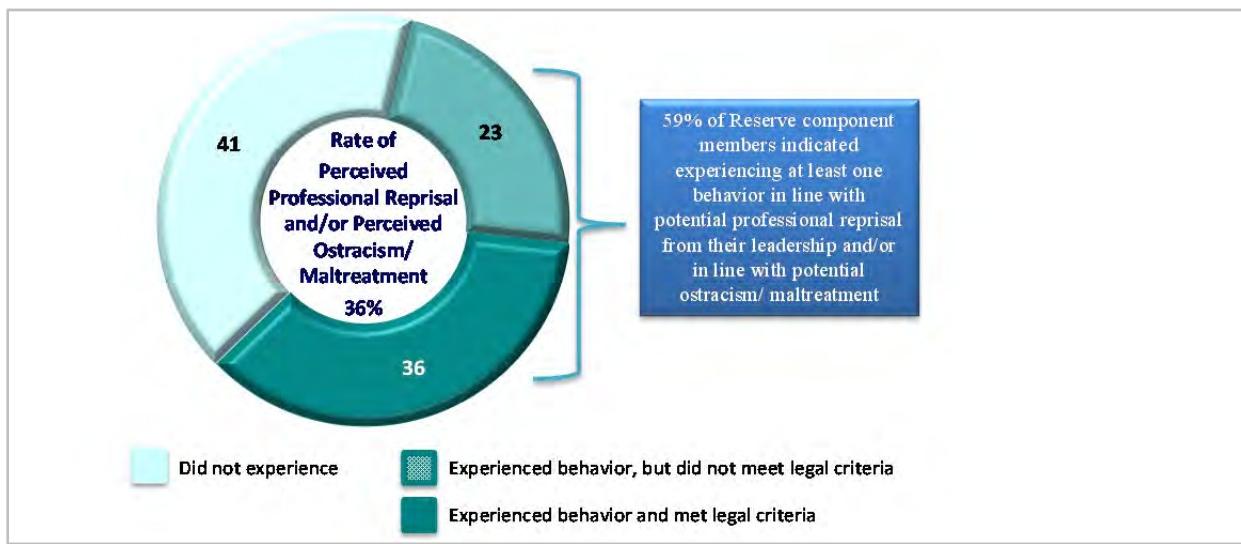
### Perceived Professional Reprisal and/or Ostracism/Maltreatment

As shown in Figure 43, 41% of Reserve component members (both women and men) who reported their most serious situation to the military did not experience any behaviors consistent with potential professional reprisal and/or ostracism/maltreatment while more than half (59%) experienced at least one behavior consistent with potential professional reprisal and/or ostracism/maltreatment (this includes those who did and did not experience additional motivating factors). A little less than one-quarter (23%) of Reserve component members experienced a behavior consistent with potential professional reprisal and/or ostracism/maltreatment, but did not experience additional motivating factors; and more than one-third (36%) experienced a behavior consistent with potential professional reprisal and/or ostracism/maltreatment and experienced additional motivating factors. The estimated *Perceived Professional Reprisal and/or Perceived Ostracism/Maltreatment* rate is an overall measure reflecting whether respondents reported experiencing *Perceived Professional Reprisal* and/or *Perceived Ostracism/Maltreatment* by leadership or other military members or DoD civilians for reporting a sexual assault. In this sense, it is a roll up of possible perceived retaliatory behaviors. The estimated overall *Perceived Professional Reprisal and/or Perceived Ostracism/Maltreatment Rate* for Reserve component members was 36%.

The estimates presented in the *Outcomes of Reporting the One Situation* section reflect the Reserve component members' perceptions about a negative experience associated with their reporting of a sexual assault and not necessarily a reported or legally substantiated incident of retaliation.

**Figure 43.**

**Estimated Perceived Professional Reprisal and/or Ostracism/Maltreatment Rate for Reserve Component Members**



WGRR 2015 Q192-Q195

Margins of error range from  $\pm 10\%$  to  $\pm 11\%$

## Reasons for Reporting the One Situation

As shown earlier in Figure 38, a little more than one-fifth of women (22%) and 16% of men who indicated experiencing a sexual assault in the past 12 months chose to report their experience to the military. These members were asked about their reasons for reporting. Members could select from a range of responses: someone else made them report it or reported it themselves, to stop the offender(s) from hurting them again, to stop the offender(s) from hurting others, it was their civic/military duty to report it, to punish the offender(s), to discourage other potential offenders, to get medical assistance, to get mental health assistance, to stop rumors, someone they told encouraged them to report, and they wanted to document the incident, so that they could get help or benefits. Because these characteristics are not mutually exclusive, Reserve component members could select more than one option. Results are reported for women only. Results for women by Reserve component and paygrade are not reportable. Results for men are not reportable.

### Reasons for Reporting the One Situation for Women

As shown in Figure 44, of the 22% of Reserve component women who reported the one situation to a military authority, the majority (72%) indicated they reported the most serious situation *to stop the offender(s) from hurting others*. A little less than two-thirds (61%) of women indicated they reported *to stop the offender(s) from hurting them again*. A little more than half (51%) of women indicated *it was their civic/military duty to report it* and a little less than half (49%) indicated *someone they told encouraged them to report*. More than one-third (34%) of women indicated they reported *to get mental health assistance*. More than one-quarter of women indicated they reported *to discourage other potential offenders* (29%) and *to stop rumors* (26%).

The estimates presented in the *Outcomes of Reporting the One Situation* section reflect the Reserve component members' perceptions about a negative experience associated with their reporting of a sexual assault and not necessarily a reported or legally substantiated incident of retaliation.

A little more than one-fifth (22%) indicated they reported because *someone else made them report it or reported it themselves*, one-fifth (20%) indicated *to punish the offender(s)*, and a little less than one-fifth (19%) indicated *to get medical assistance*. Seventeen percent of women indicated they reported because *they wanted to document the incident so that they could get help or benefits*.

**Figure 44.**  
**Percent of Women Who Indicated Reasons for Reporting the One Situation**



## Reasons for Not Reporting the One Situation

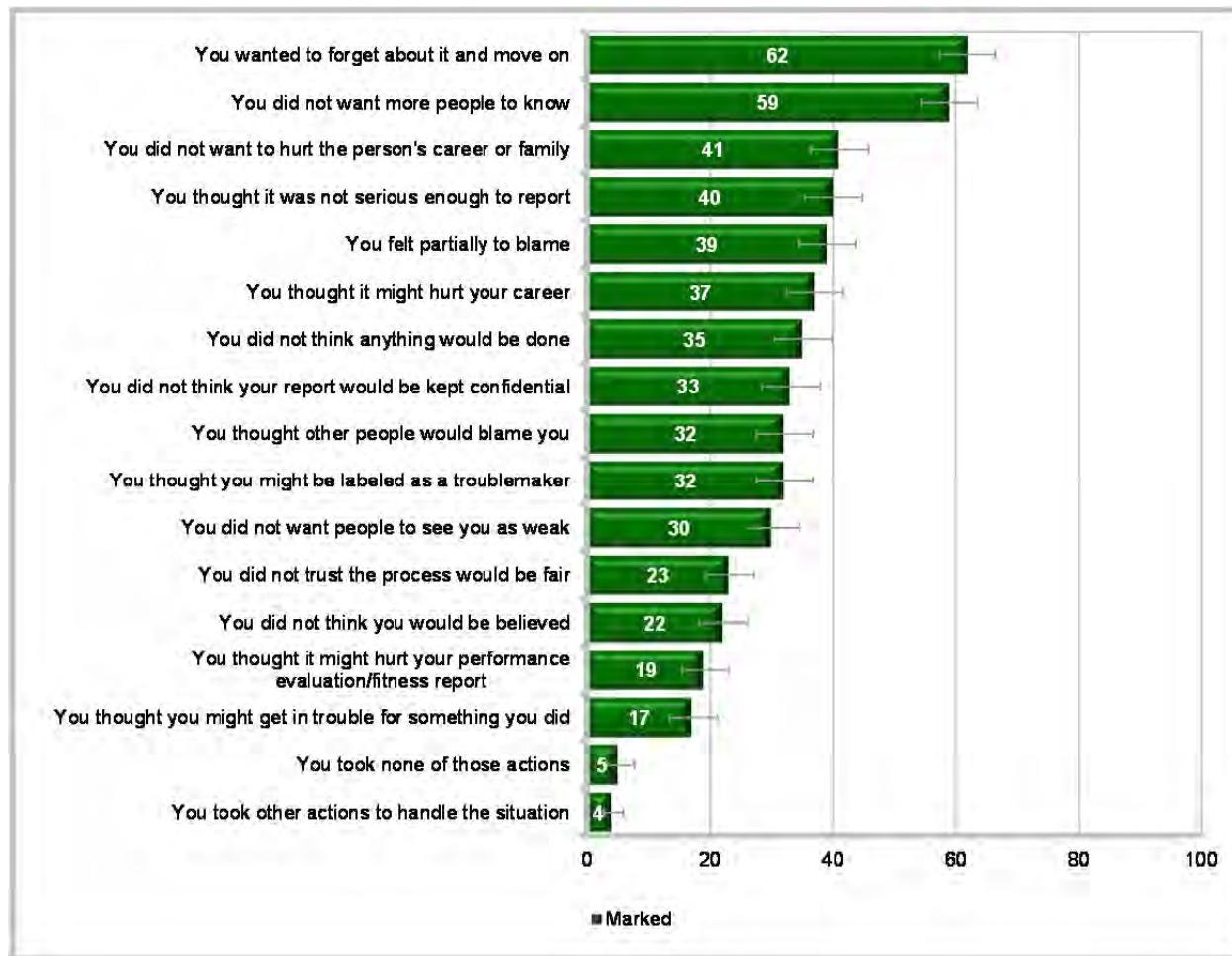
As shown earlier in Figure 38, the majority of women and men (78% and 84%, respectively) who indicated experiencing a sexual assault in the past 12 months chose not to report their experience to the military. There are several reasons why members might choose not to report an experience of sexual assault. Reserve component members who chose not to report were presented with a range of 17 possible reasons for choosing not to report their experiences. Because these characteristics are not mutually exclusive, Reserve component members could select more than one option. Results are reported separately for gender. This section provides the top five reasons Reserve component women and men chose not to report. Additional information for gender by Reserve component and by paygrade is provided in Appendix A.

### Reasons for Not Reporting the One Situation, by Gender

As shown in Figure 45, the top five reasons Reserve component women indicated they did not report the most serious situation were: *they wanted to forget about it and move on* (62%), *they did not want more people to know* (59%), *they did not want to hurt the person's career or family*

(41%), *they felt partially to blame* (39%), and *they thought it was not serious enough to report* (40%).<sup>58</sup> Other reasons for not reporting were cited less frequently and are shown in Figure 45.

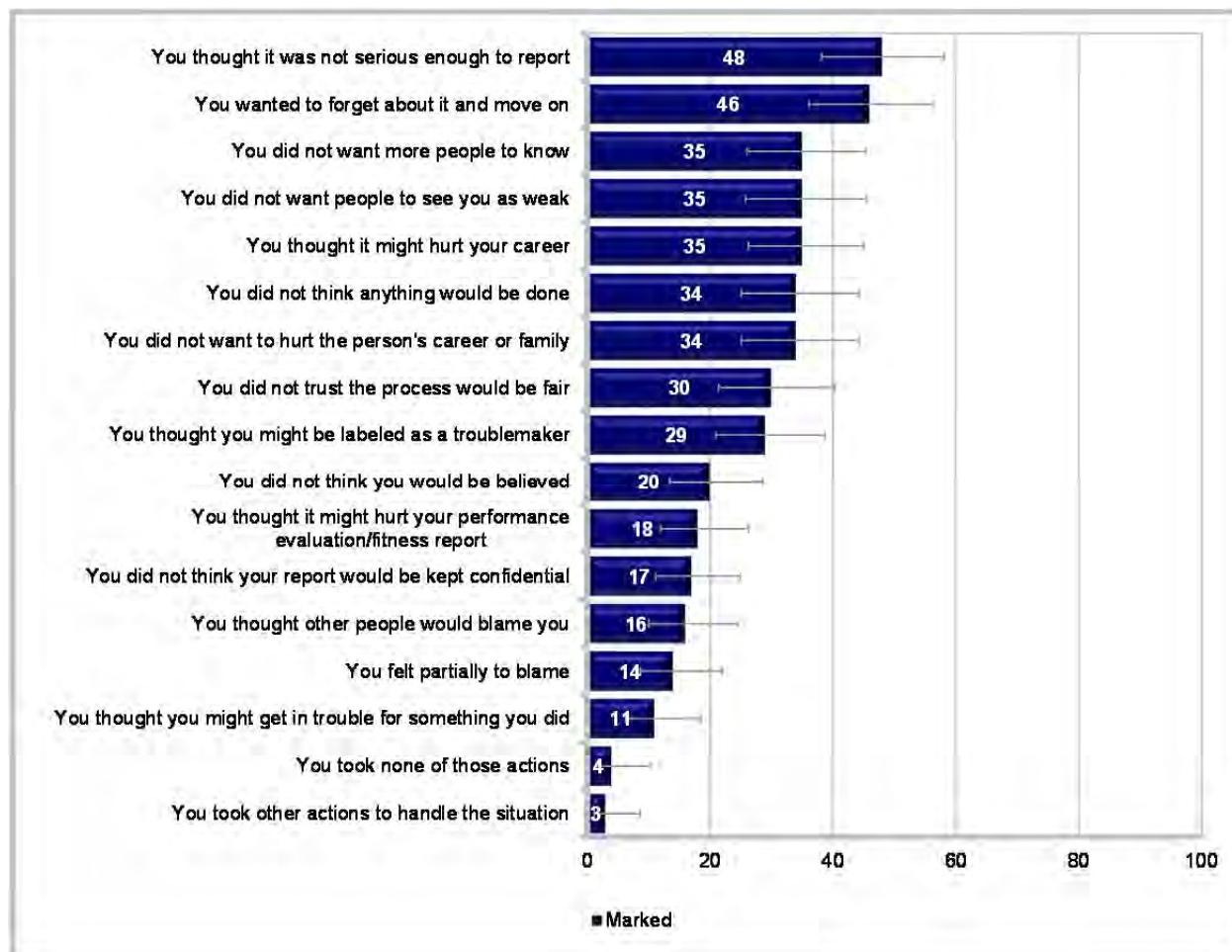
**Figure 45.**  
**Percent of Women Who Indicated Reasons for Not Reporting the One Situation**



As shown in Figure 46, the top five reasons Reserve component men indicated they did not report the most serious situation were: *they thought it was not serious enough to report* (48%), *they wanted to forget about it and move on* (46%), *they did not want people to know* (35%), *they did not want people to see them as weak* (35%), and *they thought it might hurt their career* (35%). Other reasons for not reporting were cited less frequently and are shown in Figure 46.

<sup>58</sup> There are statistically significant differences between women and men. Women were more likely than men to indicate they did not report the most serious situation because: *they wanted to forget about it and move on* (62% for women and 46% for men), *they did not want more people to know* (59% for women and 33% for men), *they felt partially to blame* (39% for women and 14% for men), *they did not think their report would be kept confidential* (33% for women and 17% for men), and *they thought other people would blame them* (32% for women and 16% for men).

**Figure 46.**  
*Percent of Men Who Indicated Reasons for Not Reporting the One Situation*



WGRR 2015 Q185

Margins of error range from ±6% to ±11%



## Chapter 5: Sex-Based MEO Violations

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Ms. Lisa Davis

### Introduction

This chapter examines Reserve component members' experiences of sex-based military equal opportunity (MEO) violations. As described in Chapter 1, sex-based MEO violations are defined as having at least one experience that meets the criteria for a DoD-based MEO violation. To get to an estimated prevalence rate for sex-based MEO violations, two requirements must be met:

1. Experience sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination behavior(s) by someone in their military workplace in the 12 months prior to the survey, and
2. Meet at least one of the follow-up legal criteria for MEO violations.

This chapter provides the estimated overall prevalence rates for sexually hostile work environment, sexual *quid pro quo*, sexual harassment, gender discrimination, and the estimated overall sex-based MEO prevalence rate. All prevalence rates in this section are estimates that have corresponding margins of error. The estimated prevalence rates are presented separately for each gender by survey year (2015 and 2014), Reserve component, and paygrade.<sup>59</sup>

### Estimated Past Year Sexually Hostile Work Environment Prevalence Rate

Reserve component members were asked about behaviors they may have experienced in their military workplace in the 12 months prior to taking the survey that may have been upsetting or offensive. Sexually hostile work environment includes unwelcome sexual experiences that interfere with a person's work performance or creates a work environment that is intimidating, hostile, or offensive. The experiences of a sexually hostile work environment include experiences where an individual:

- Repeatedly told sexual "jokes" that made you uncomfortable, angry, or upset;
- Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to;
- Displayed, showed, or sent sexually explicit materials like pictures or videos that made you feel uncomfortable, angry, or upset;
- Repeatedly told you about their sexual activities in a way that made you uncomfortable, angry, or upset;

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<sup>59</sup> Additional information on the types of behaviors that comprise these rates is provided in Appendix C.

- Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset;
- Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset;
- Took or shared sexually suggestive pictures or videos of you when you did not want them to and it made you uncomfortable, angry, or upset;
- Made repeated attempts to establish an unwanted romantic or sexual relationship with you and it made you uncomfortable, angry, or upset;
- Intentionally touched you in a sexual way when you did not want them to; or
- Repeatedly touched you in any other way that made you uncomfortable, angry, or upset.

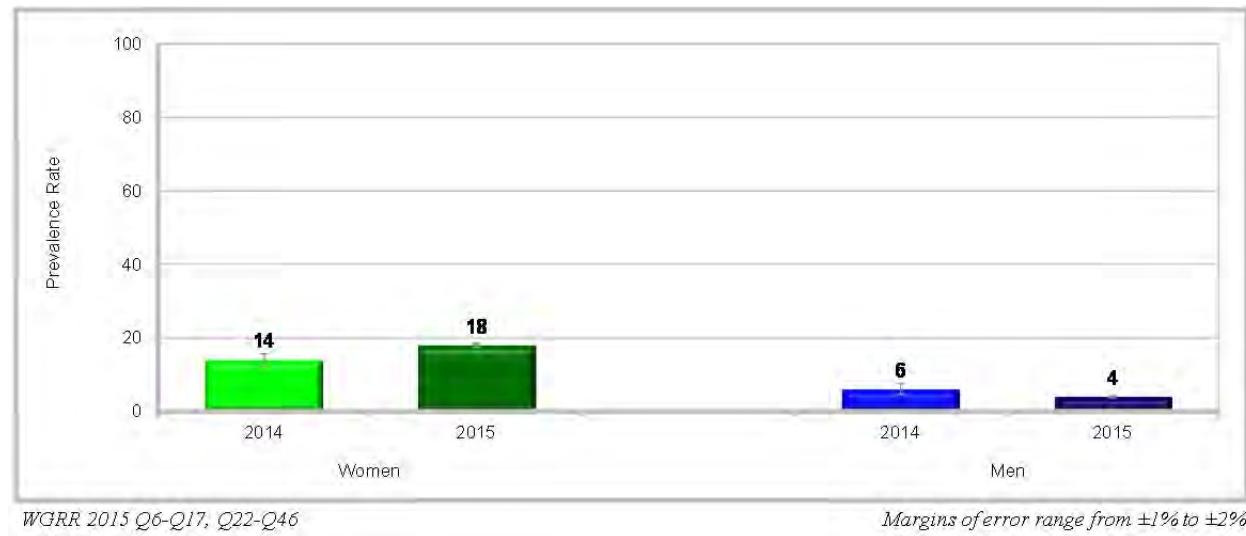
To be included in the estimated prevalence rate for sexually hostile work environment, members must have indicated experiencing one of the behaviors above, along with endorsing one of the follow-up items below:

- They continued this unwanted behavior even after they knew you or someone else wanted them to stop; or
- The experience was severe enough that most men/women in the military would have been offended.

### **Estimated Sexually Hostile Work Environment Rate, by Gender and Year**

As shown in Figure 47, in 2015, a little less than one-fifth (18%) of Reserve component women and 4% of Reserve component men indicated experiencing a sexually hostile work environment in the past year. Compared to 2014, the percentage of those who indicated experiencing a sexually hostile work environment was significantly higher in 2015 for women (4 percentage points higher than 2014). The estimated rates remained statistically unchanged for men compared to 2014. Specific differences between components and paygrades follow.

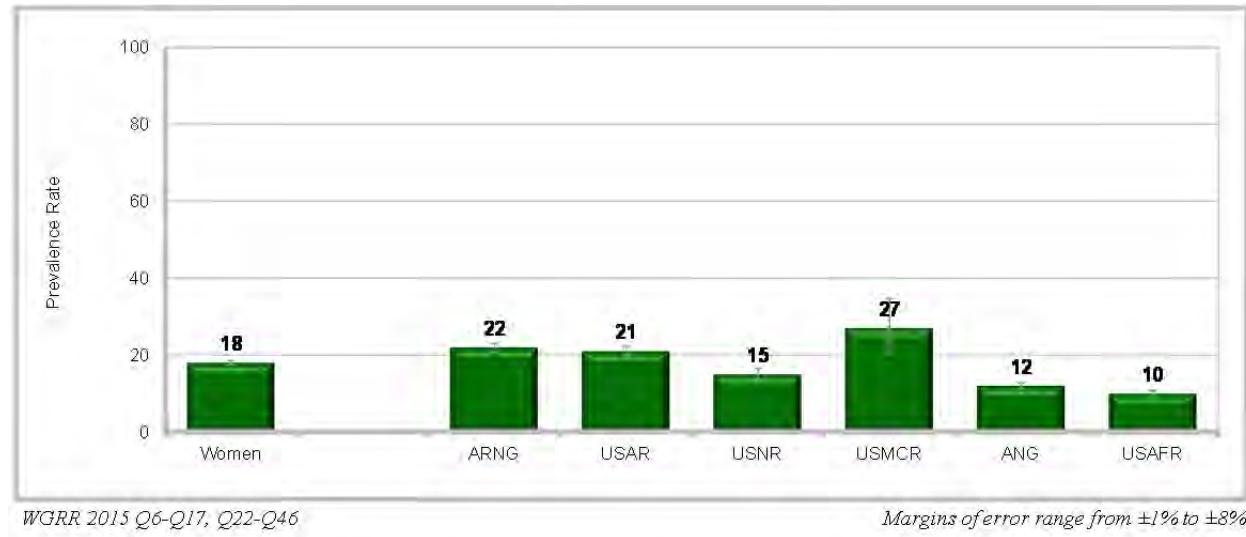
**Figure 47.**  
*Estimated Sexually Hostile Work Environment Rate, by Gender and Year*



### Specific Breakouts for Women, by Reserve Component

- In 2015, women in the USMCR (27%), ARNG (22%), and USAR (21%) were more likely than women in the other Reserve components to indicate experiencing a sexually hostile work environment in the past year, whereas women in the USNR (15%), ANG (12%), and USAFR (10%) were less likely (Figure 48).

**Figure 48.**  
*Estimated Sexually Hostile Work Environment Rate for Women, by Reserve Component*

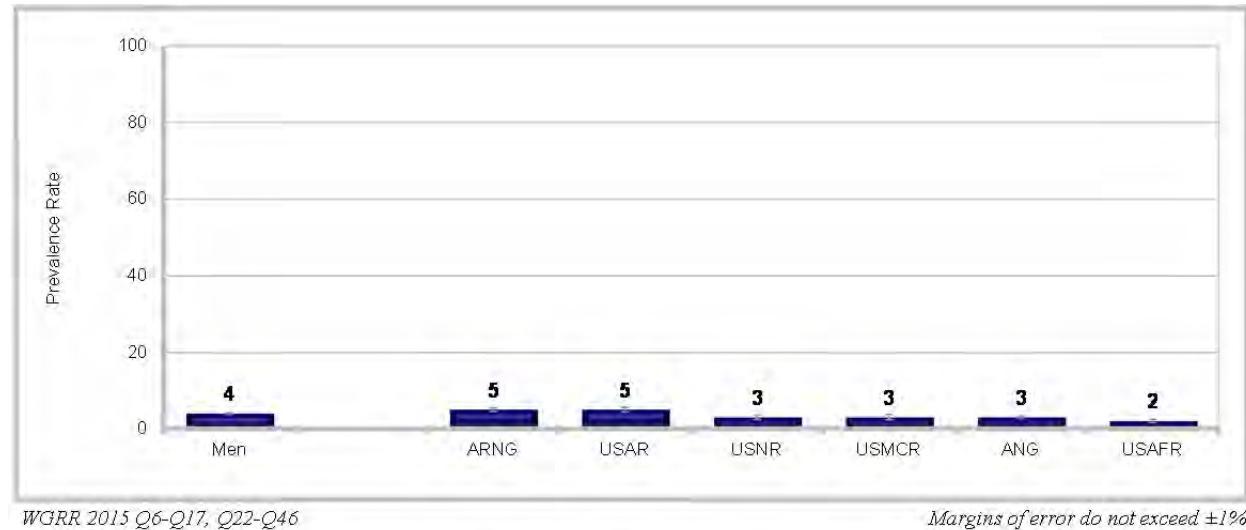


### Specific Breakouts for Men, by Reserve Component

- Men in the ARNG and USAR (both 5%) were more likely than men in the other Reserve components to indicate experiencing a sexually hostile work environment in the past year, whereas men in the USNR, USMCR, ANG (all 3%), and USAFR (2%) were less likely (Figure 49).

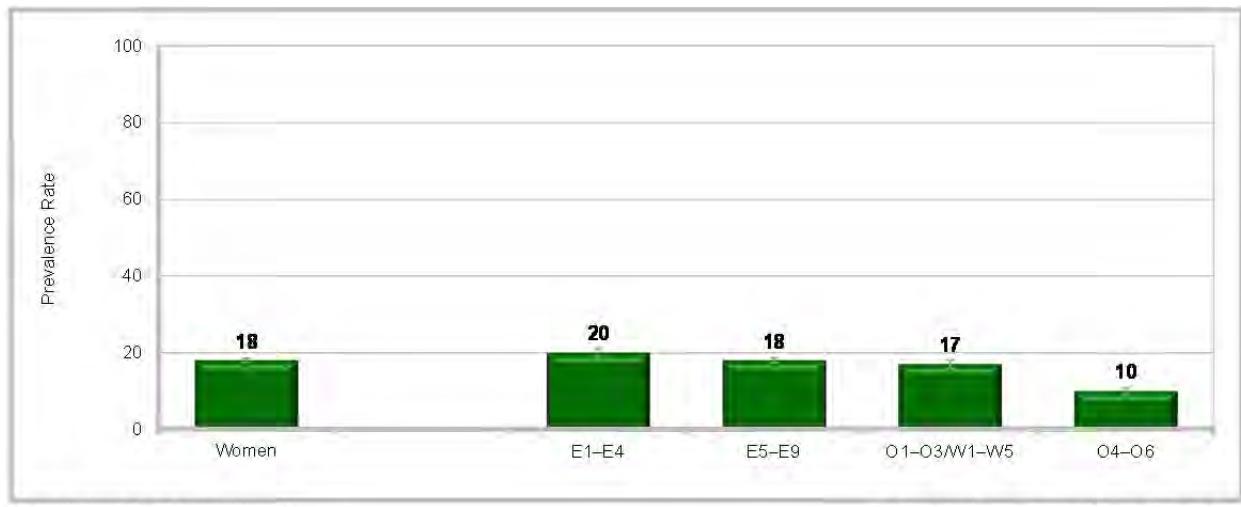
**Figure 49.**

*Estimated Sexually Hostile Work Environment Rate for Men, by Reserve Component*

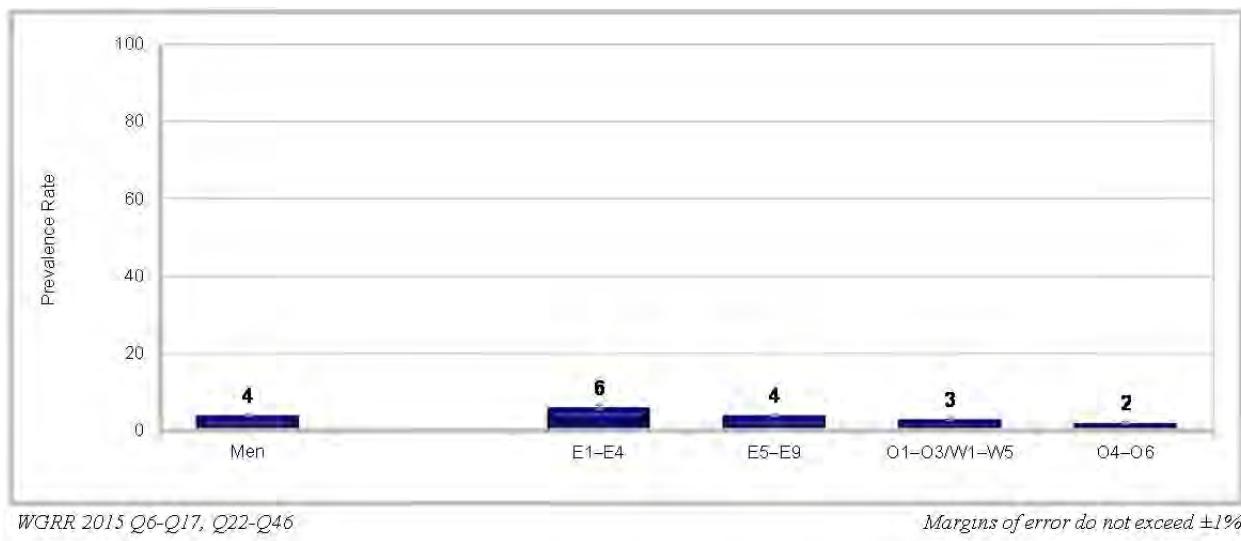


### Specific Breakouts for Women, by Paygrade

- In 2015, junior enlisted women (20%) were more likely than women in the other paygrades to indicate experiencing a sexually hostile work environment in the past year, whereas senior officers (10%) were less likely (Figure 50).

**Figure 50.***Estimated Sexually Hostile Work Environment Rate for Women, by Paygrade***Specific Breakouts for Men by Paygrade**

- In 2015, junior enlisted men (6%) were more likely than men in the other paygrades to indicate experiencing a sexually hostile work environment in the past year, whereas senior enlisted members (4%), junior officers (3%), and senior officers (2%) were less likely (Figure 51).

**Figure 51.***Estimated Sexually Hostile Work Environment Rate for Men, by Paygrade*

## Estimated Past Year Sexual Quid Pro Quo Prevalence Rate

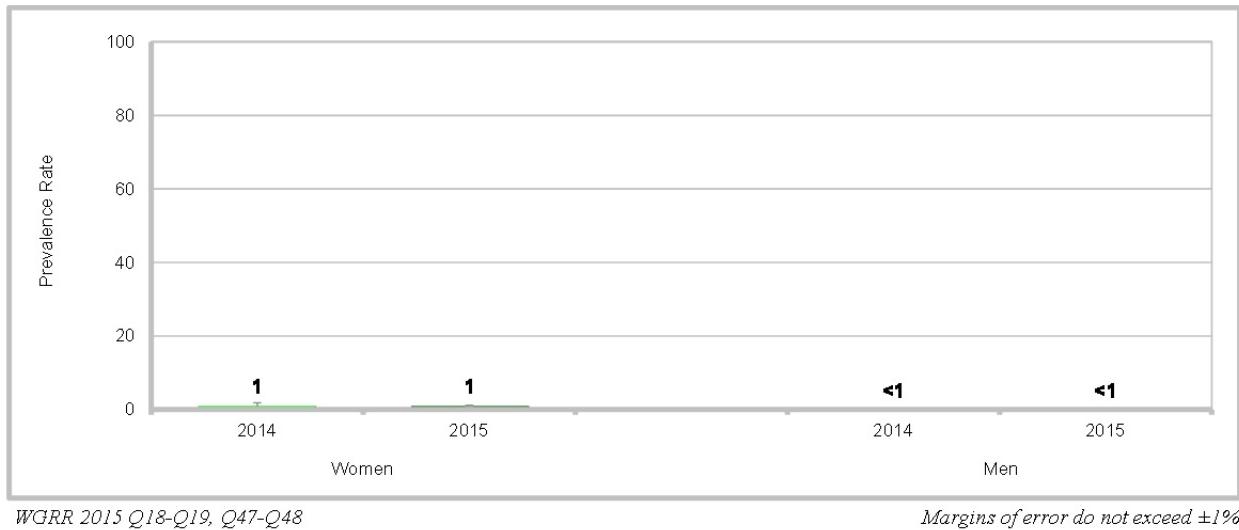
Sexual *quid pro quo* behaviors are used to control, influence, or affect one's job, career, or pay. Instances of sexual *quid pro quo* include situations where job benefits or losses are conditioned on sexual cooperation. To get into the estimated prevalence rate for sexual *quid pro quo*, members must have indicated experiencing one of the behaviors below, along with endorsing one of the corresponding follow-up items:

- Made you feel as if you would get some military workplace benefit in exchange for doing something sexual, along with endorsing one of the following:
  - They told you that they would give you a reward or benefit for doing something sexual;
  - They hinted that you would get a reward or benefit for doing something sexual; or
  - Someone else told you they got benefits from this person by doing sexual things.
- Made you feel like you would get punished or treated unfairly in the military workplace if you did not do something sexual, along with endorsing one of the following:
  - They told you that you would be punished or treated unfairly if you did not do something sexual;
  - They hinted that you would be punished or treated unfairly if you did not do something sexual; or
  - Someone else told you they were punished or treated unfairly by this person for not doing something sexual.

### Estimated Sexual Quid Pro Quo Rate, by Gender and Year

As shown in Figure 52, in 2015, 1% of Reserve component women and less than 1% of Reserve component men indicated experiencing sexual quid pro quo in the past year. The estimated rates remained statistically unchanged for both women and men compared to 2014.

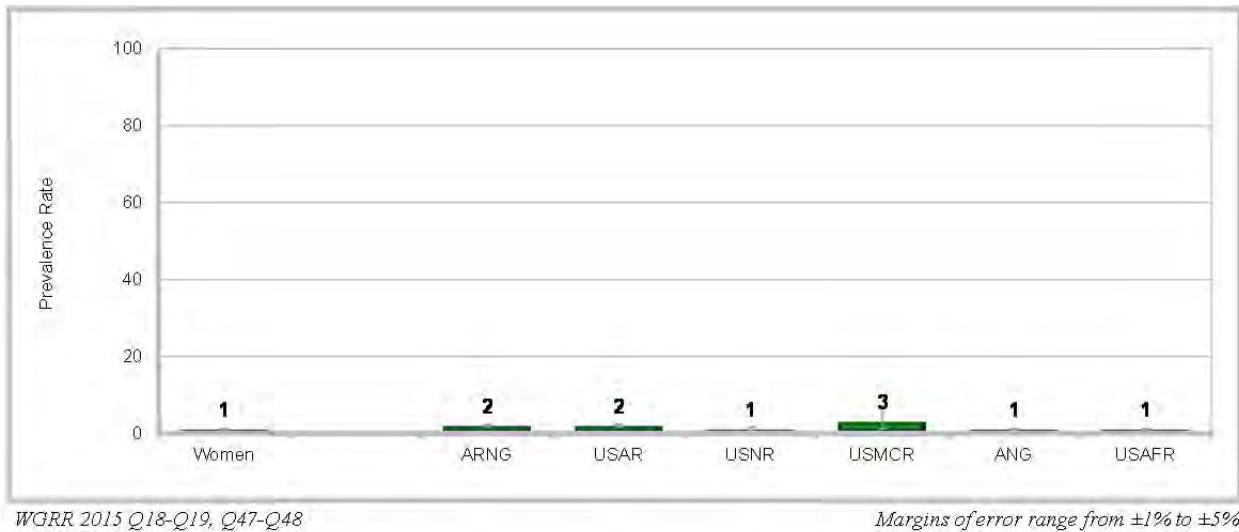
**Figure 52.**  
*Estimated Sexual Quid Pro Quo Rate, by Gender and Year*



### Specific Breakouts for Women, by Reserve Component

- In 2015, women in the ARNG and USAR (both 2%) were more likely than women in the other Reserve components to indicate experiencing sexual quid pro quo in the past year, whereas women in the ANG and USAFR (both 1%) were less likely (Figure 53).

**Figure 53.**  
*Estimated Sexual Quid Pro Quo Rate for Women, by Reserve Component*

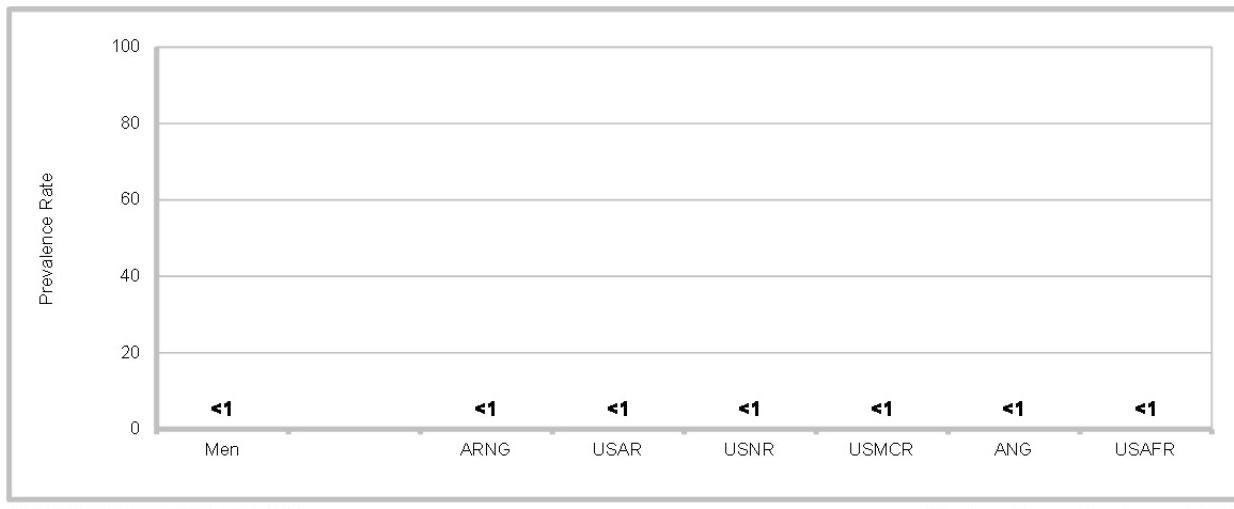


### Specific Breakouts for Men, by Reserve Component

- In 2015, men in the ANG (<1%) were less likely than men in the other Reserve components to indicate experiencing sexual quid pro quo in the past year (Figure 54).

**Figure 54.**

*Estimated Sexual Quid Pro Quo Rate for Men, by Reserve Component*



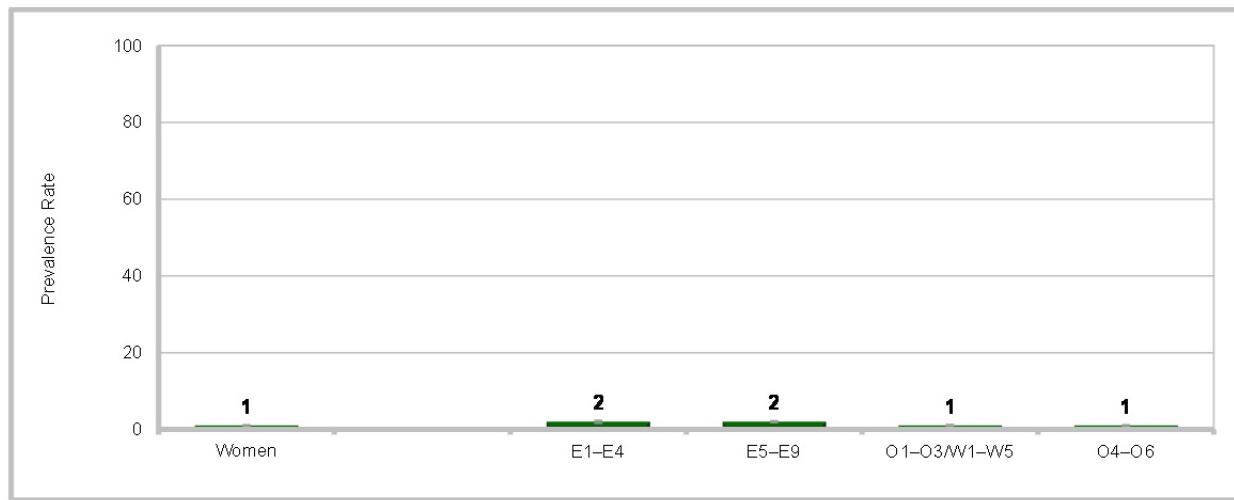
WGRR 2015 Q18-Q19, Q47-Q48

Margins of error do not exceed  $\pm 1\%$

### Specific Breakouts for Women, by Paygrade

- In 2015, junior officer and senior officer women (both 1%) were less likely than women in the other paygrades to indicate experiencing sexual quid pro quo in the past year (Figure 55).

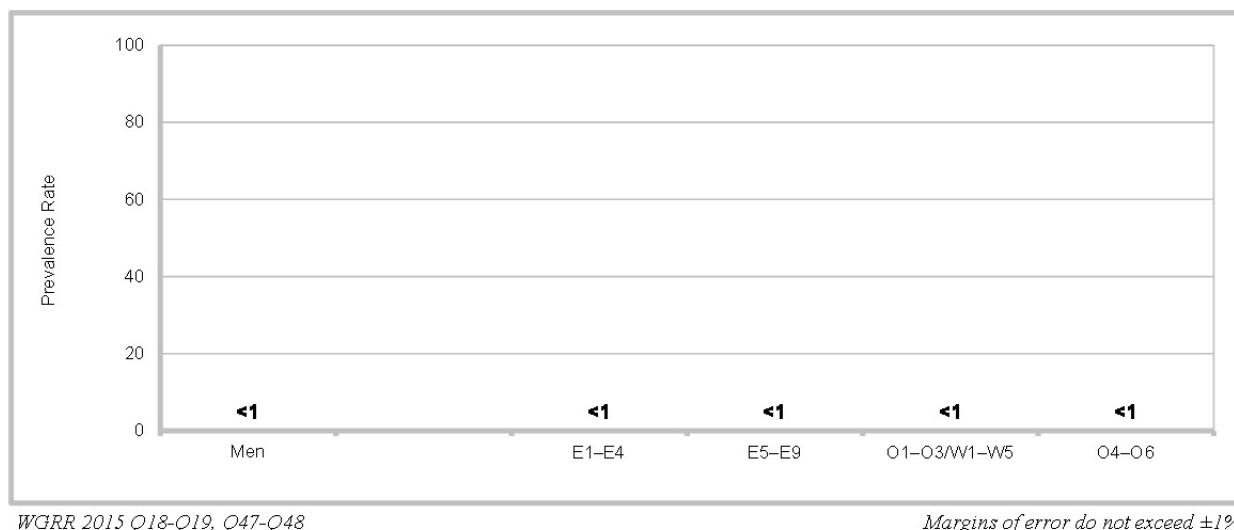
**Figure 55.**  
*Estimated Sexual Quid Pro Quo Rate for Women, by Paygrade*



### Specific Breakouts for Men, by Paygrade

- In 2015, junior officer and senior officer men (both <1%) were less likely than men in the other paygrades to indicate experiencing sexual quid pro quo in the past year (Figure 56).

**Figure 56.**  
*Estimated Sexual Quid Pro Quo Rate for Men, by Paygrade*



## Estimated Past Year Sexual Harassment Prevalence Rate

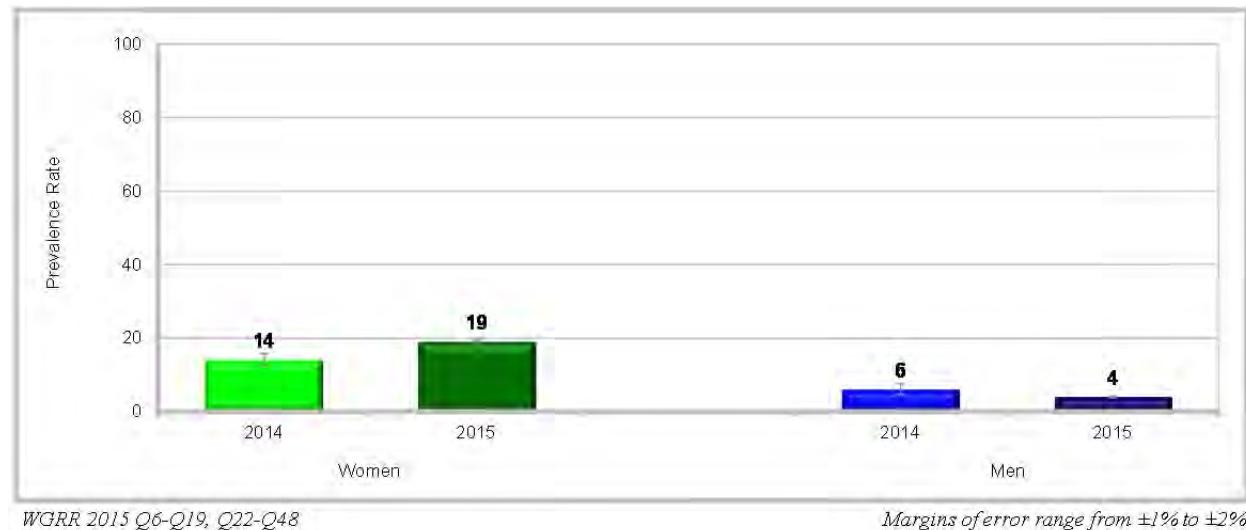
Sexual harassment includes the two behaviors described earlier in this chapter: sexually hostile work environment and sexual *quid pro quo*. The estimated prevalence rate for sexual harassment is a “roll up” of those who met criteria for the estimated sexually hostile work environment prevalence rate and/or those who met criteria for the estimated sexual quid pro quo prevalence rate.

Figure 57 displays the estimated past-year sexual harassment prevalence rate by gender for Reserve component members. Overall, 7% of Reserve component members indicated experiencing sexual harassment in the past 12 months. This represents about 1 in 5 women (19%) and about 1 in 25 men (4%). Based on the 87,127 eligible respondents from estimated eligible population of 792,528 members, a constructed 95 percent confidence interval ranges from 48,894 to 52,355, with an estimated total of 50,624 Reserve component members who indicated experiencing sexual harassment in the past 12 months.

### Estimated Sexual Harassment Rate, by Gender and Year

As shown in Figure 57, in 2015, a little less than one-fifth (19%) of Reserve component women and 4% of Reserve component men indicated experiencing sexual harassment in the past year. Compared to 2014, the percentage of those who indicated experiencing sexual harassment was higher in 2015 for women (5 percentage points higher than 2014). The estimated rates remained statistically unchanged for men compared to 2014.

**Figure 57.**  
*Estimated Sexual Harassment Rate, by Gender and Year*

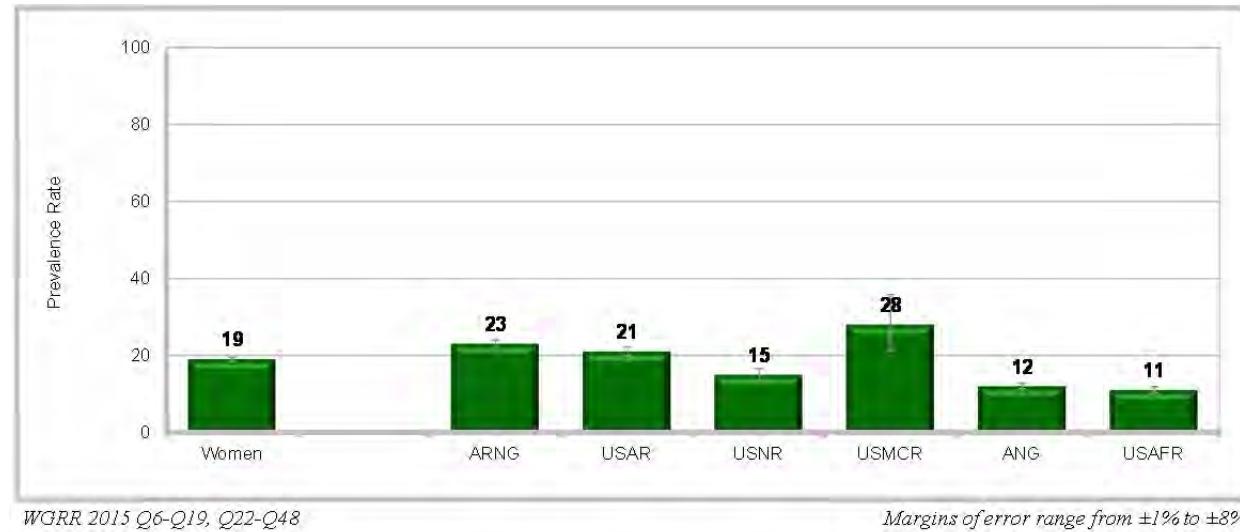


### Specific Breakouts for Women, by Reserve Component

In 2015, women in the USMCR (28%), ARNG (23%), and USAR (21%) were more likely than women in the other Reserve components to indicate experiencing sexual harassment in the past year, whereas women in the USNR (15%), ANG (12%), and USAFR (11%) were less likely (Figure 58).

**Figure 58.**

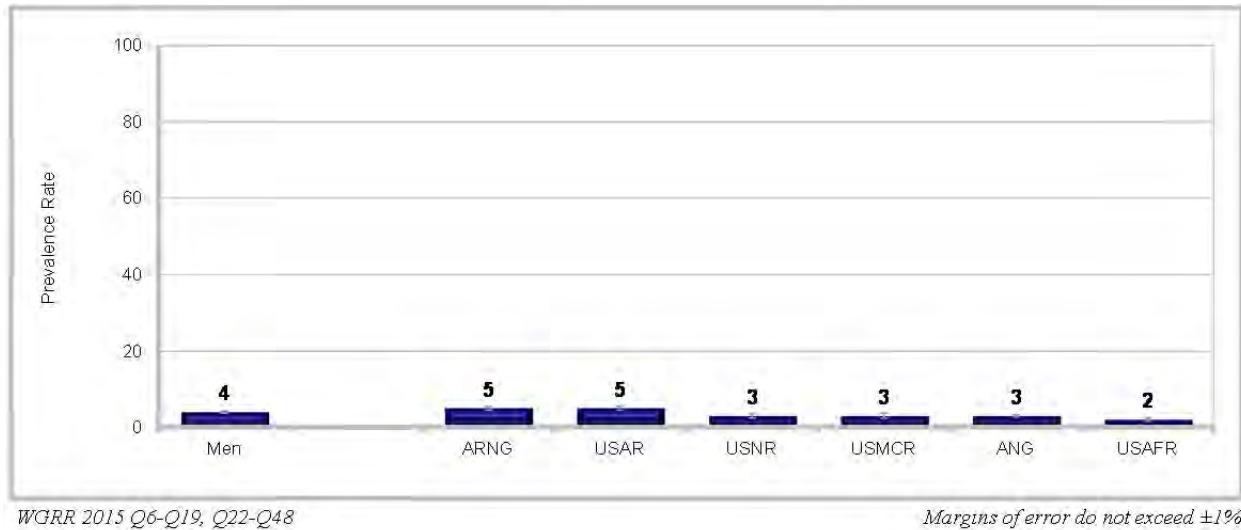
*Estimated Sexual Harassment Rate for Women, by Reserve Component*



### Specific Breakouts for Men, by Reserve Component

In 2015, men in the ARNG and USAR (both 5%) were more likely than men in the other Reserve components to indicate experiencing sexual harassment in the past year, whereas men in the USNR, USMCR, ANG (all 3%), and USAFR (2%) were less likely (Figure 59).

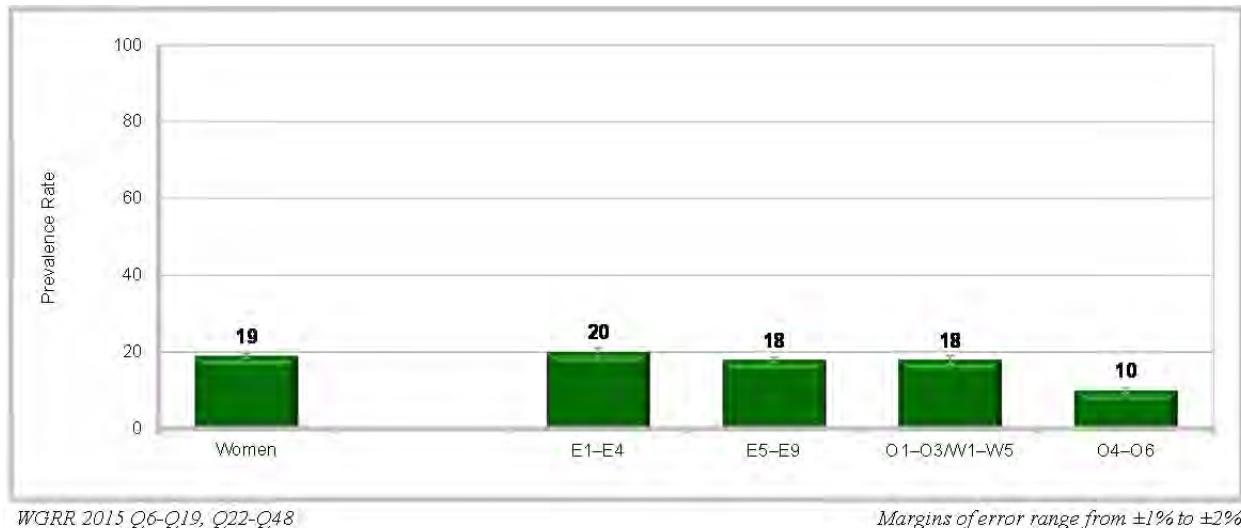
**Figure 59.**  
*Estimated Sexual Harassment Rate for Men, by Reserve Component*



### Specific Breakouts for Women, by Paygrade

In 2015, junior enlisted women (20%) were more likely than women in the other paygrades to indicate experiencing sexual harassment in the past year, whereas senior officers (10%) were less likely (Figure 60).

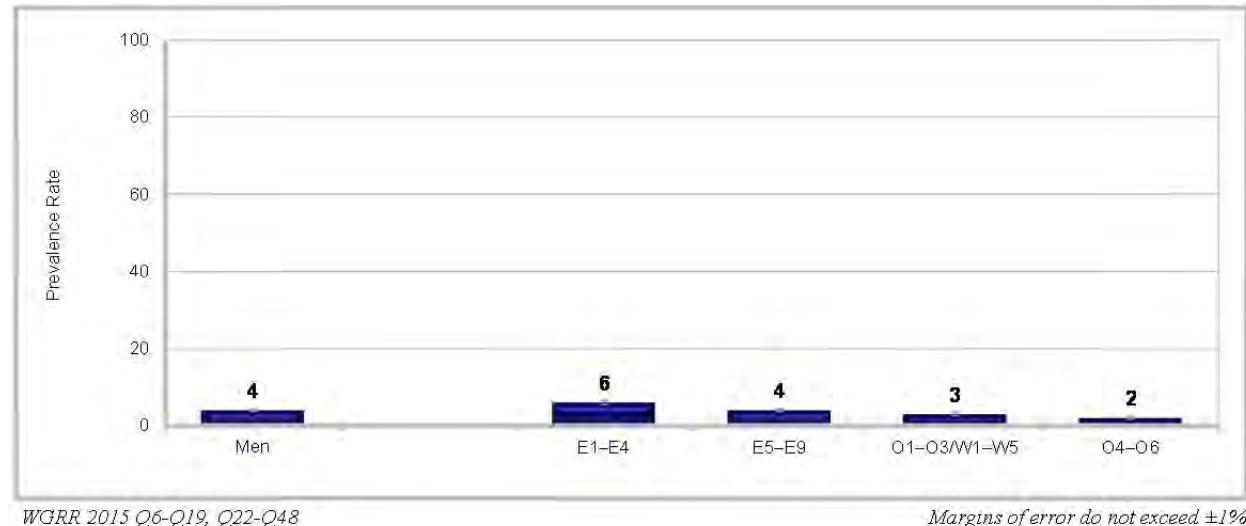
**Figure 60.**  
*Estimated Sexual Harassment Rate for Women, by Paygrade*



### Specific Breakouts for Men, by Paygrade

In 2015, junior enlisted men (6%) were more likely than men in the other paygrades to indicate experiencing sexual harassment in the past year, whereas senior enlisted members (4%), junior officers (3%), and senior officers (2%) were less likely (Figure 61).

**Figure 61.**  
*Estimated Sexual Harassment Rate for Men, by Paygrade*



### Estimated Past Year Gender Discrimination Prevalence Rate

Gender discrimination is defined as experiencing behaviors or comments directed at someone because of their gender that harmed or limited their career. To get into the estimated prevalence rate for gender discrimination, Reserve component members must have indicated experiencing one of the behaviors below and endorse a corresponding follow-up item:

- Heard someone say that men/women are not as good as men/women at your particular military job, or that men/women should be prevented from having your job, and
  - You thought their beliefs about men/women ever harmed or limited your military job/career.
- Mistreated, ignored, excluded, or insulted you because you are a man/woman, and
  - You thought this treatment ever harmed or limited your military job/career.

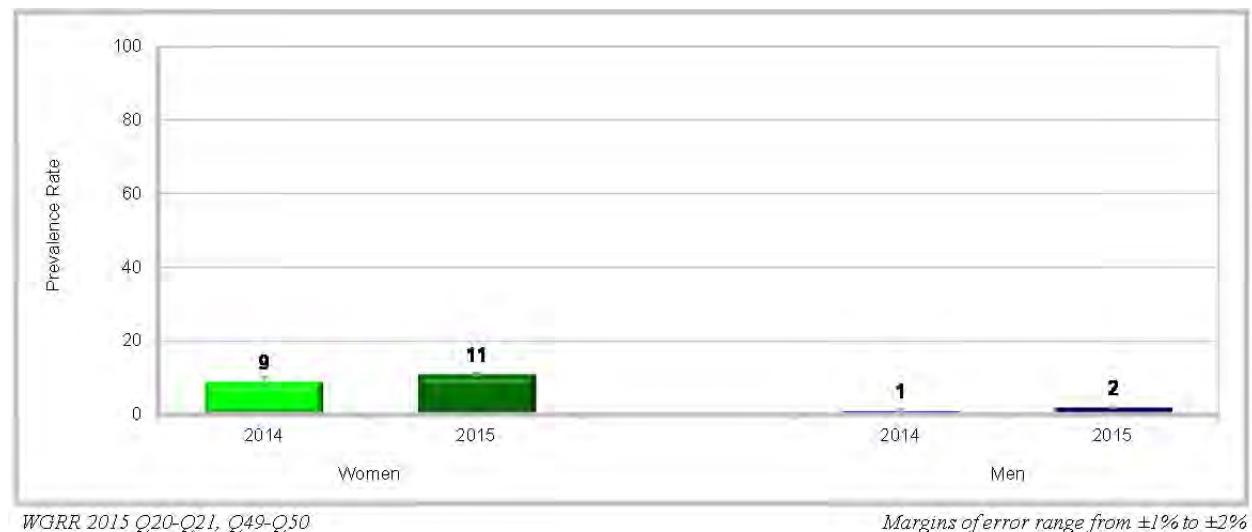
Figure 62 displays the estimated past-year gender discrimination prevalence rate by gender for Reserve component members. Overall, 3% of Reserve component members indicated experiencing gender discrimination in the past 12 months. This represents about 1 in 9 women (11%) and about 1 in 50 men (2%). Based on the 87,127 eligible respondents from estimated

eligible population of 792,528 members, a constructed 95 percent confidence interval ranges from 25,107 to 27,271, with an estimated total of 26,189 Reserve component members who indicated experiencing gender discrimination in the past 12 months.

### **Estimated Gender Discrimination Rate, by Gender**

As shown in Figure 62, in 2015, a little more than one-tenth (11%) of Reserve component women and 2% of Reserve component men indicated experiencing gender discrimination in the past year. Compared to 2014, the percentage of those who indicated experiencing gender discrimination was higher in 2015 for women (2 percentage points higher than 2014). The estimated rates remained statistically unchanged for men compared to 2014.

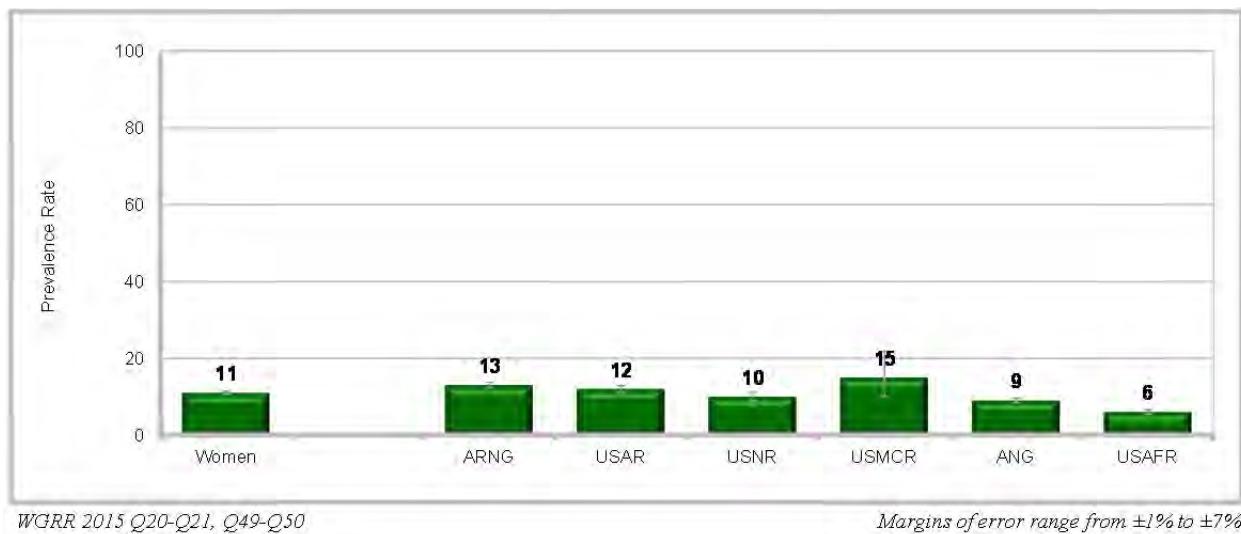
**Figure 62.**  
*Estimated Gender Discrimination Rate, by Gender and Year*



### **Specific Breakouts for Women, by Reserve Component**

In 2015, women in the ARNG (13%) and USAR (12%) were more likely than women in the other Reserve components to indicate experiencing gender discrimination in the past year, whereas women in the USNR (10%), ANG (9%), and USAFR (6%) were less likely (Figure 63).

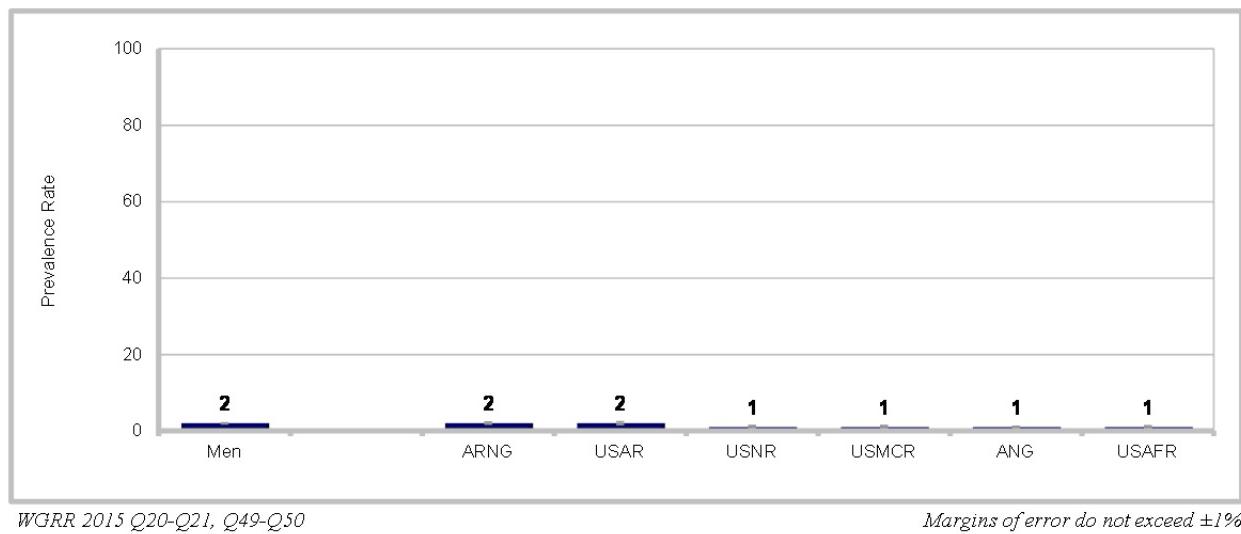
**Figure 63.**  
*Estimated Gender Discrimination Rate for Women, by Reserve Component*



#### Specific Breakouts for Men, by Reserve Component

In 2015, men in the USAR (2%) were more likely than men in the other Reserve components to indicate experiencing gender discrimination in the past year, whereas men in the USMCR, ANG, and USAFR (all 1%) were less likely (Figure 64).

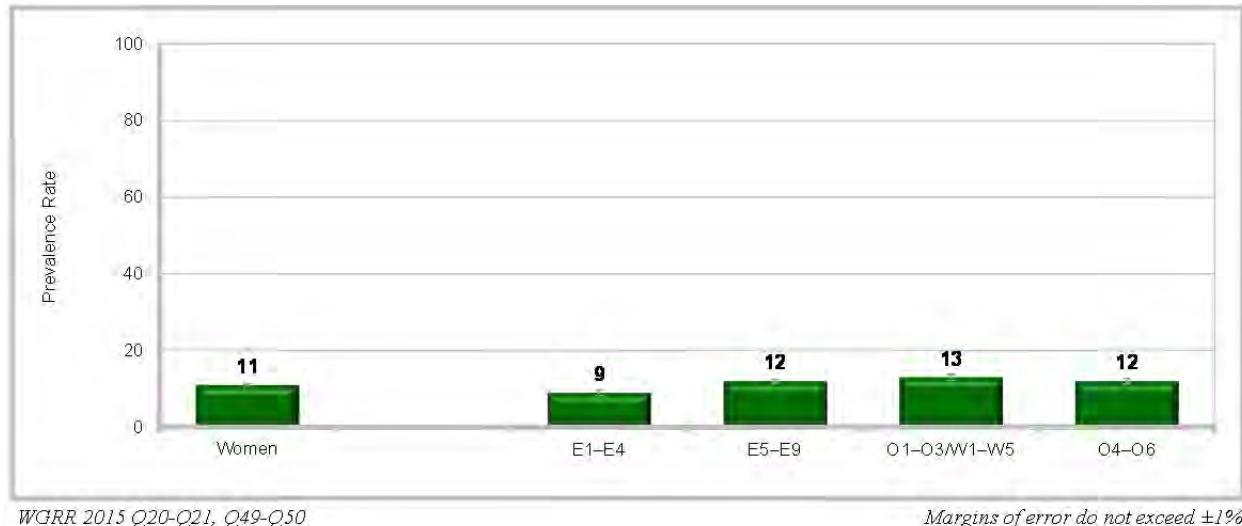
**Figure 64.**  
*Estimated Gender Discrimination Rate for Men, by Reserve Component*



### Specific Breakouts for Women, by Paygrade

In 2015, senior enlisted women, senior officers (both 12%), and junior officers (13%) were more likely than women in the other paygrades to indicate experiencing gender discrimination in the past year, whereas junior enlisted members (9%) were less likely (Figure 65).

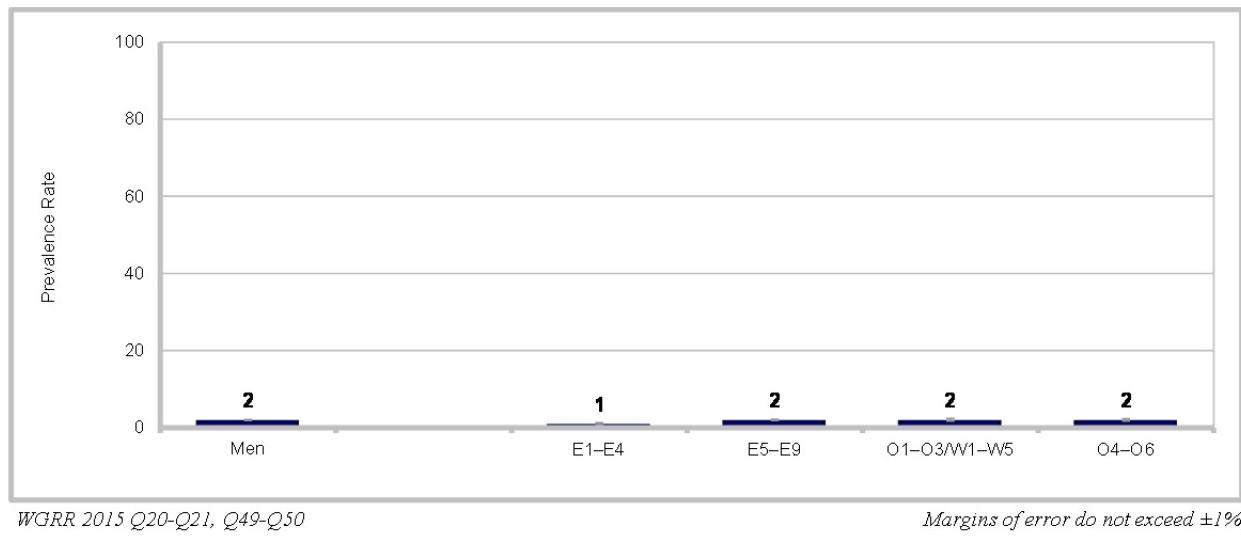
**Figure 65.**  
*Estimated Gender Discrimination Rate for Women, by Paygrade*



### Specific Breakouts for Men, by Paygrade

In 2015, there were no significant differences between paygrades for experiencing gender discrimination in the past year (Figure 66).

**Figure 66.**  
**Estimated Gender Discrimination Rate for Men, by Paygrade**



### Estimated Past Year Sex-Based MEO Violation Prevalence Rate

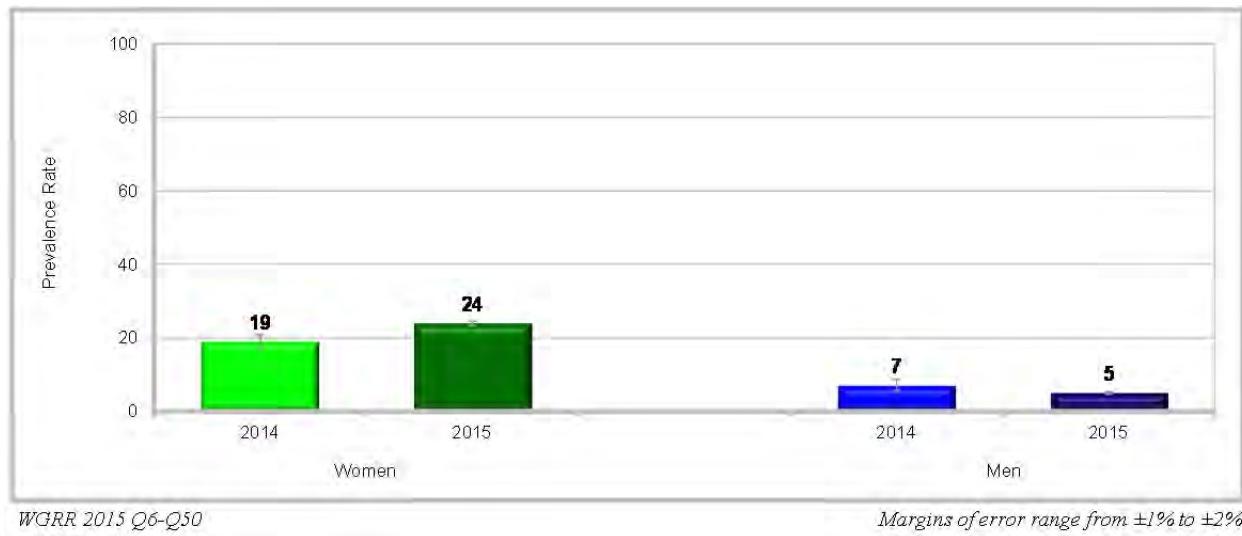
Sex-based MEO violations are defined as having experienced at least one of the behaviors in line with sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and/or gender discrimination, and met the legal requirements for being an MEO violation. The estimated sex-based MEO violation prevalence rate is a “roll up” of those who met the requirements for inclusion into at least one of the following estimated prevalence rates: *sexual harassment (sexually hostile work environment and/or sexual quid pro quo)* and/or *gender discrimination*.

Figure 67 displays the estimated past-year sex-based MEO violation prevalence rate by gender for Reserve component members. Overall, 9% of Reserve component members indicated experiencing a sex-based MEO violation in the past 12 months. This represents about 1 in 4 women (24%) and about 1 in 20 men (5%). Based on the 87,127 eligible respondents from estimated eligible population of 792,528 members, a constructed 95 percent confidence interval ranges from 60,622 to 64,285, with an estimated total of 62,454 Reserve component members who indicated experiencing a sex-based MEO violation in the past 12 months.

### Estimated Sex-Based MEO Violation Rate, by Gender and Year

As shown in Figure 67, in 2015, a little less than one-quarter (24%) of Reserve component women and 5% of Reserve component men indicated experiencing a sex-based MEO violation in the past year. Compared to 2014, the percentage of those who they experienced sex-based MEO violation was higher in 2015 for women (5 percentage points higher than 2014). The estimated rates remained statistically unchanged for men compared to 2014.

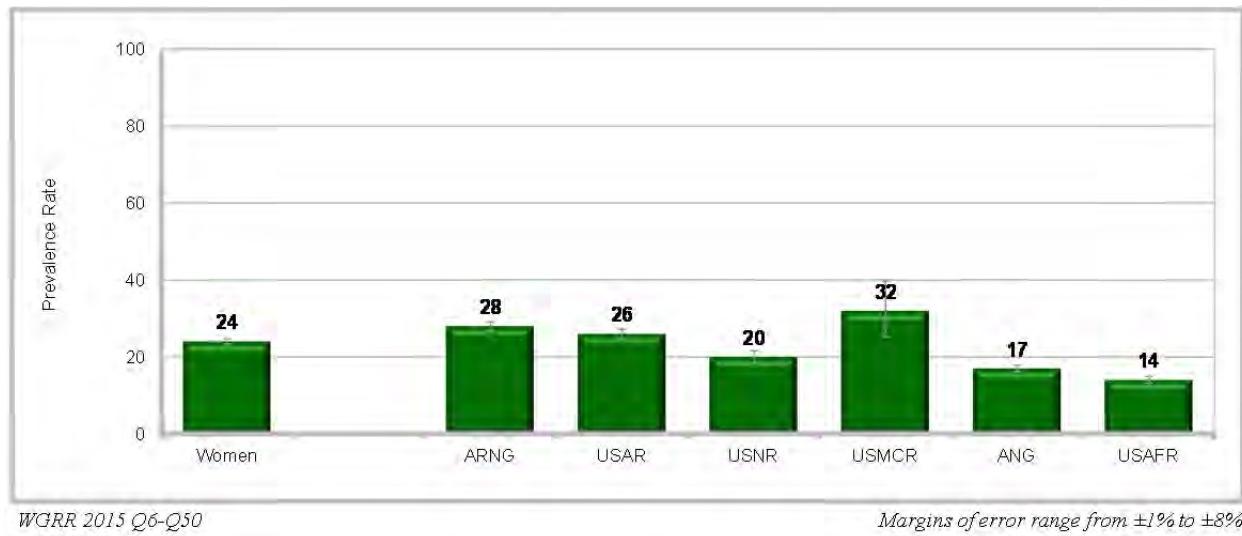
**Figure 67.**  
*Estimated Sex-Based MEO Violation Rate, by Gender and Year*



### Specific Breakouts for Women, by Reserve Component

In 2015, women in the ARNG (28%) and USAR (26%) were more likely than women in the other Reserve components to indicate experiencing at least one sex-based MEO violation in the past year, whereas women in the USNR (20%), ANG (17%), and USAFR (14%) were less likely (Figure 68).

**Figure 68.**  
*Estimated Sex-Based MEO Violation Rate for Women, by Reserve Component*

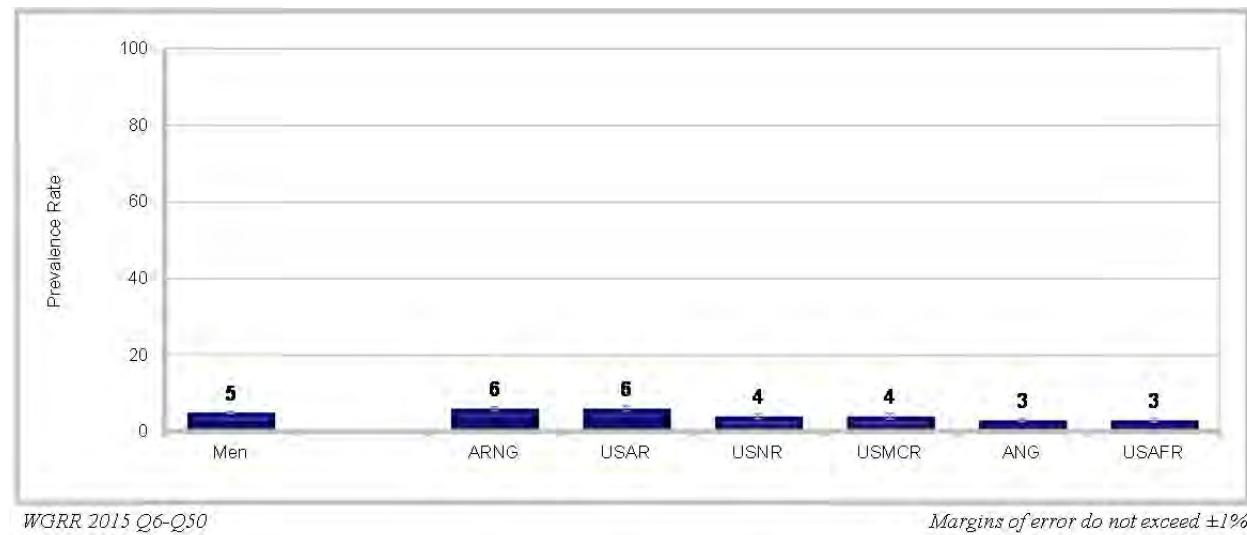


### Specific Breakouts for Men, by Reserve Component

In 2015, men in the ARNG and USAR (both 6%) were more likely than men in the other Reserve components to indicate experiencing at least one sex-based MEO violation in the past year, whereas men in the USNR and USMCR (both 4%), and ANG and USAFR (both 3%) were less likely (Figure 69).

**Figure 69.**

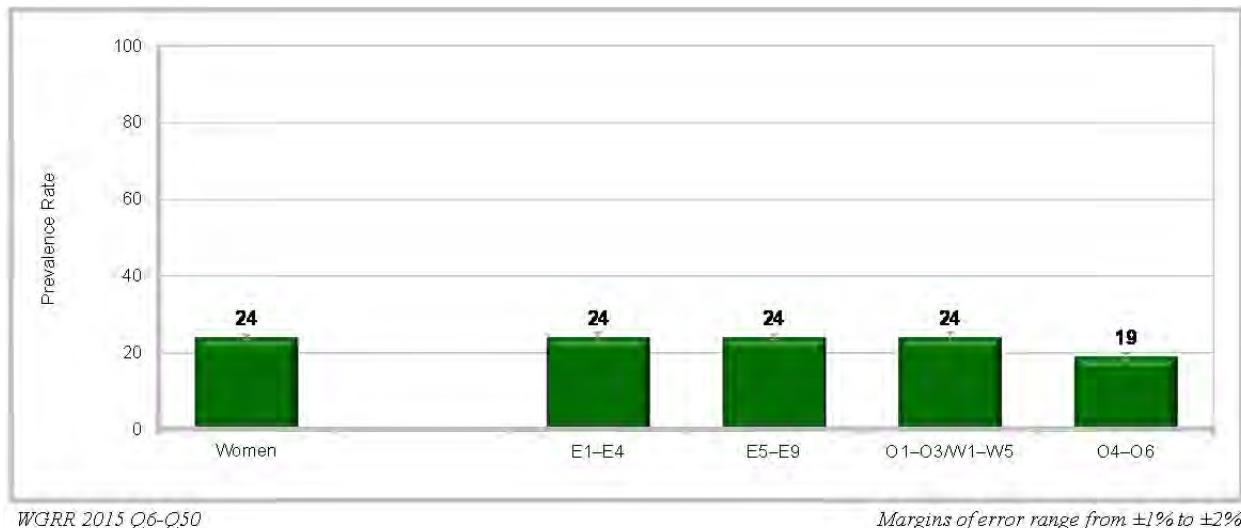
*Estimated Sex-Based MEO Violation Rate for Men, by Reserve Component*



### Specific Breakouts for Women, by Paygrade

In 2015, senior officer women (19%) were less likely than women in the other paygrades to indicate experiencing at least one sex-based MEO violation in the past year (Figure 70).

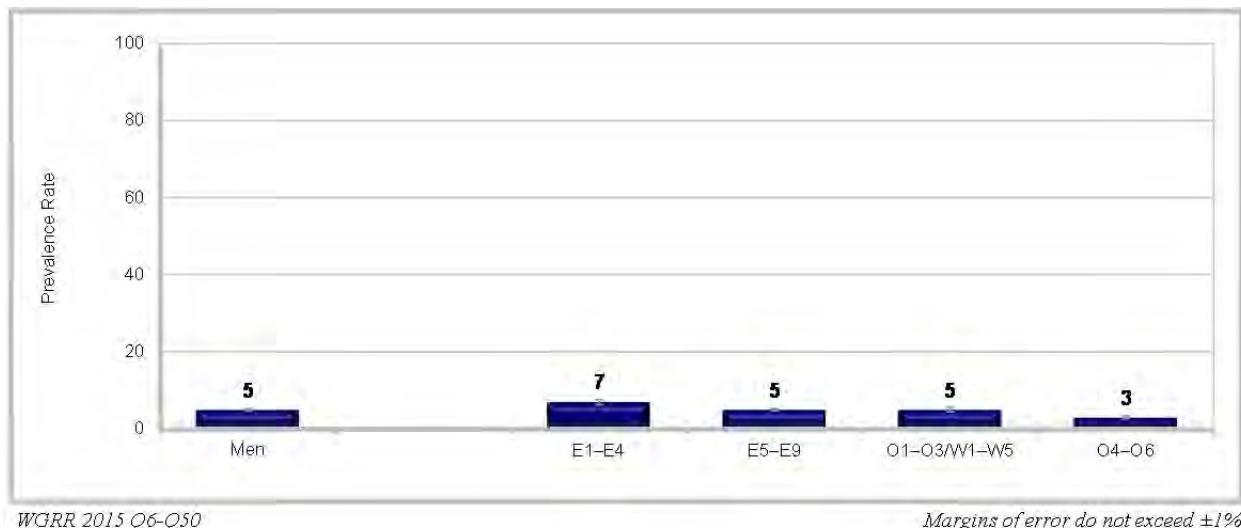
**Figure 70.**  
*Estimated Sex-Based MEO Violation Rate for Women, by Paygrade*



### Specific Breakouts for Men, by Paygrade

In 2015, junior enlisted men (7%) were more likely than men in other paygrades to indicate experiencing at least one sex-based MEO violation in the past year, whereas senior enlisted members and junior officers (both 5%) and senior officers (3%) were less likely (Figure 71).

**Figure 71.**  
*Estimated Sex-Based MEO Violation Rate for Men, by Paygrade*



## Combination of Sex-Based MEO Violation Behaviors Experienced

A member could have experienced more than one MEO violation (sexually hostile work environment, sexual *quid pro quo*, and/or gender discrimination). This section details the combination of experiences that make up the estimated sex-based MEO violation prevalence rate, and is broken down into the following categories:

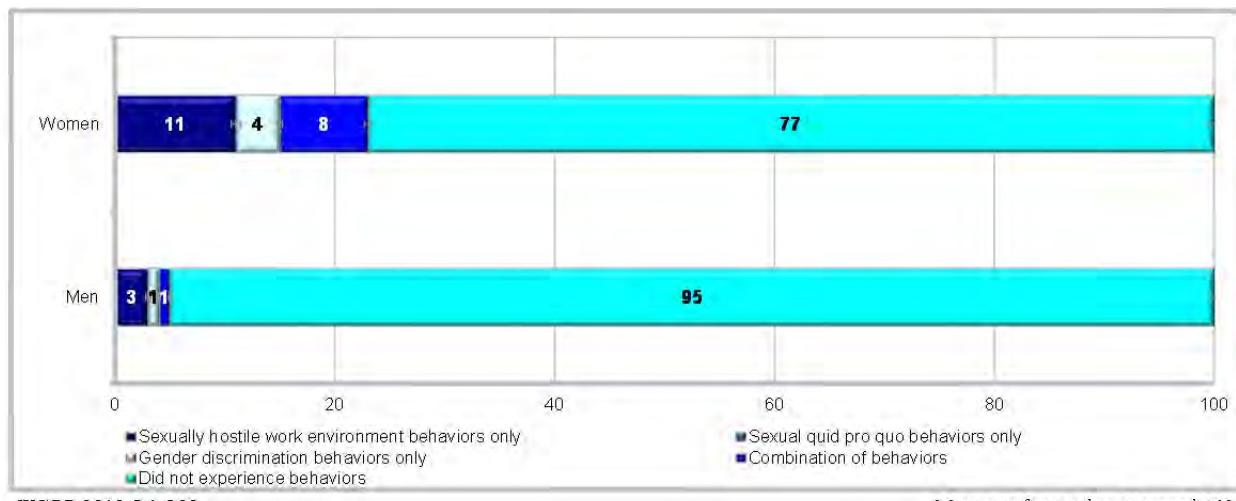
- Experienced sexually hostile work environment only,
- Experienced sexual *quid pro quo* only,
- Experienced gender discrimination only,
- Experienced a combination of sex-based MEO violations, and
- Did not experience any sex-based MEO violation.

This data are presented separately for each gender by Reserve component and paygrade.

### Combination of Sex-Based MEO Violation Behaviors, by Gender

As shown in Figure 72, 11% of Reserve component women and 3% of Reserve Component men indicated they experienced *sexually hostile work environment behaviors only*. Less than 1% of Reserve component women and men indicated they experienced *sexual quid pro quo behaviors only*. Four percent of Reserve component women and 1% of Reserve component men indicated they experienced *gender discrimination behaviors only*, whereas 8% of women and 1% of men indicated they experienced a *combination of behaviors*. The majority of Reserve component women (77%) and the vast majority of Reserve component men (95%) indicated they *did not experience any MEO violation behaviors*.

**Figure 72.**  
*Combination of Sex-Based MEO Violation Behaviors, by Gender*



### Specific Breakouts for Women, by Reserve Component

- ***Sexually hostile work environment behaviors only.*** In 2015, women in the ARNG (13%) were more likely than women in other Reserve components to experience *sexually hostile work environment behaviors only*, whereas women in the USNR (9%), ANG, and USAFR (both 7%) were less likely (Table 25).
- ***Sexual quid pro quo behaviors only.*** In 2015, women in the USNR, USMCR, and USAFR (all <1%) were less likely than women in other Reserve components to experience *sexual quid pro quo behaviors only*.
- ***Gender discrimination behaviors only.*** In 2015, women in the USAFR (3%) were less likely than women in the other Reserve components to experience *gender discrimination behaviors only*.
- ***Combination of sex-based MEO violation behaviors.*** In 2015, women in the ARNG and USAR (both 9%) were more likely than women in other Reserve components to experience *a combination of sex-based MEO violation behaviors*, whereas women in the USNR (6%), ANG (5%), and USAFR (3%) were less likely.
- ***Did not experience any sex-based MEO violations.*** In 2015, women in the USNR (81%), ANG (84%), and USAFR (87%) were more likely than women in the other Reserve components to *not experience any sex-based MEO violations*, whereas women in the ARNG (73%), USAR (75%), and USMCR (68%) were less likely.

### Specific Breakouts for Men, by Reserve Component

- ***Sexually hostile work environment behaviors only.*** In 2015, men in the ARNG (4%) were more likely than men in other Reserve components to experience *sexually hostile work environment behaviors only*, whereas men in the USNR, ANG, and USAFR (all 2%) were less likely (Table 25).
- ***Sexual quid pro quo behaviors only.*** In 2015, there were no significant differences between components for experiencing *sexual quid pro quo behaviors only*.
- ***Gender discrimination behaviors only.*** In 2015, there were no significant differences between components for experiencing *gender discrimination behaviors only*.
- ***Combination of sex-based MEO violation behaviors.*** In 2015, men in the USAR (1%) were more likely than men in the other Reserve components to experience *a combination of sex-based MEO violation behaviors*, whereas men in the USMCR, ANG, and USAFR (all <1%) were less likely.
- ***Did not experience any sex-based MEO violations.*** In 2015, men in the USNR and USMCR (both 96%) and ANG and USAFR (both 97%) were more likely than men in the other Reserve components to *not experience any sex-based MEO violations*, whereas men in the ARNG and USAR (both 94%) were less likely.

**Table 25.**  
**Experienced Combinations of Sex-Based MEO Violation Behaviors, Gender by Reserve Component**

Within Reserve Component Comparisons	Percent Experienced						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Higher Response	Lower Response					
<b>Women</b>							
Sexually hostile work environment behaviors only	11	13	12	9	14	7	7
Sexual quid pro quo behaviors only	<1	<1	<1	<1	<1	<1	<1
Gender discrimination behaviors only	4	5	4	4	4	5	3
Combination of behaviors	8	9	9	6	14	5	3
Did not experience behaviors	77	73	75	81	68	84	87
<i>Margins of Error</i>	±1%	±1%-2%	±1%-2%	±<1%-2%	±<1%-8%	±1%	±1%
<b>Men</b>							
Sexually hostile work environment behaviors only	3	4	4	2	3	2	2
Sexual quid pro quo behaviors only	<1	<1	<1	<1	<1	<1	<1
Gender discrimination behaviors only	1	1	1	1	1	1	1
Combination of behaviors	1	1	1	1	<1	<1	<1
Did not experience behaviors	95	94	94	96	96	97	97
<i>Margins of Error</i>	±1%	±1%	±1%	±<1%-1%	±<1%-1%	±<1%-1%	±<1%-1%

Note. WGRR 2015 Q6-Q50.

### Specific Breakouts for Women, by Paygrade

- **Sexually hostile work environment behaviors only.** In 2015, junior enlisted women (13%) were more likely than women in the other paygrades to experience *sexually hostile work environment behaviors only*, whereas senior enlisted members (10%) and senior officers (5%) were less likely (Table 26).
- **Sexual quid pro quo behaviors only.** In 2015, there were no significant differences between paygrades for experiencing *sexual quid pro quo behaviors only*.
- **Gender discrimination behaviors only.** In 2015, senior enlisted women (5%), junior officers (6%), and senior officers (8%) were more likely than women in the other paygrades to experience *gender discrimination behaviors only*, whereas junior enlisted members (3%) were less likely.

- **Combination of sex-based MEO violation behaviors.** In 2015, senior enlisted women (8%) were more likely than women in the other paygrades to experience *a combination of sex-based MEO violation behaviors*, whereas senior officers (5%) were less likely.
- **Did not experience any sex-based MEO violations.** In 2015, senior officers (82%) were more likely than women in the other paygrades to *not experience any sex-based MEO violations*.

### Specific Breakouts for Men, by Paygrade

- **Sexually hostile work environment behaviors only.** In 2015, junior enlisted men (5%) were more likely than men in the other paygrades to experience *sexually hostile work environment behaviors only*, whereas senior enlisted members (3%), junior officers (2%), and senior officers (1%) were less likely (Table 26).
- **Sexual quid pro quo behaviors only.** In 2015, there were no significant differences between paygrades for experiencing *sexual quid pro quo behaviors only*.
- **Gender discrimination behaviors only.** In 2015, junior officer and senior officer men (both 1%) were more likely than men in the other paygrades to experience *gender discrimination only*, whereas junior enlisted members (<1%) were less likely.
- **Combination of sex-based MEO violation behaviors.** In 2015, senior officer men (<1%) were less likely than men in the other paygrades to experience *a combination of sex-based MEO violation behaviors*.
- **Did not experience any sex-based MEO violations.** In 2015, senior enlisted men (95%), junior officers (96%), and senior officers (97%) were more likely than men in the other paygrades to *not experience any sex-based MEO violations*, whereas junior enlisted members (94%) were less likely.

**Table 26.**  
*Experienced Combinations of Sex-Based MEO Violation Behaviors, Gender by Paygrade*

Percent Experienced					
Within Paygrade Comparisons	Overall	E1-E4	E5-E9	O1-O3/ W1-W5	O4-O6
<b>Women</b>					
Sexually hostile work environment behaviors only	11	13	10	10	5
Sexual quid pro quo behaviors only	<1	<1	<1	<1	<1
Gender discrimination behaviors only	4	3	5	6	8
Combination of behaviors	8	7	8	7	5
Did not experience behaviors	77	77	77	77	82
<i>Margins of Error</i>	±1%	±1%-2%	±1%	±1%-2%	±1%
<b>Men</b>					
Sexually hostile work environment behaviors only	3	5	3	2	1
Sexual quid pro quo behaviors only	<1	<1	<1	<1	<1
Gender discrimination behaviors only	1	<1	1	1	1
Combination of behaviors	1	1	1	1	<1
Did not experience behaviors	95	94	95	96	97
<i>Margins of Error</i>	±1%	±1%	±1%	±<1%-1%	±<1%-1%

Note. WGRR 2015 Q6-Q50.



## Chapter 6: One Situation of Sex-Based MEO Violations

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Ms. Lisa Davis

### Introduction

This chapter provides information on the circumstances in which perceived sex-based MEO violations occurred. Reserve component members who indicated they had experienced at least one upsetting behavior to be considered an MEO violation were asked to consider the “one situation” occurring in the past 12 months that had the greatest effect on them. To get into the “one situation,” members must have indicated experiencing at least one upsetting behavior consistent with sexual harassment (hostile work environment and/or sexual *quid pro quo*) and/or gender discrimination, and met the legal requirements to be considered a sex-based MEO violation (24% of Reserve component women and 5% of Reserve component men; Figure 67). With that one situation in mind, members then reported on the circumstances surrounding that experience.<sup>60</sup> Information from this section of the survey helps to answer questions, such as:

- Did the members consider the experience sexual harassment or gender discrimination?
- Who were the offenders?
- How long did the situation continue?
- Where did the behaviors occur?
- How did the members react to the situation?
- Were the behaviors discussed and/or reported?
- What actions (if any) were taken as a result of discussing/reporting this situation?
- Were the members satisfied with aspects of how the discussion/report of the situation was handled?
- What were reasons given for not discussing/reporting the situation?

Results are reported for women and men overall and by Reserve component and paygrade.

### Most Upsetting Behavior Experienced in the One Situation

Members were asked to think about the upsetting behaviors they experienced in the past 12 months and think about the one situation they considered as having the greatest effect on them. Members were asked if they considered the experience to be a sexually hostile work

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<sup>60</sup> While all members who responded to questions on the “one situation” had previously indicated experiencing a sex-based MEO violation, there was no requirement for members to meet policy criteria for the one situation they indicated had the greatest effect on them.

environment, sexual *quid pro quo*, and/or gender discrimination. Because the most upsetting experience could have included more than one behavior, responses are not mutually exclusive and Reserve component members could select more than one behavior option.

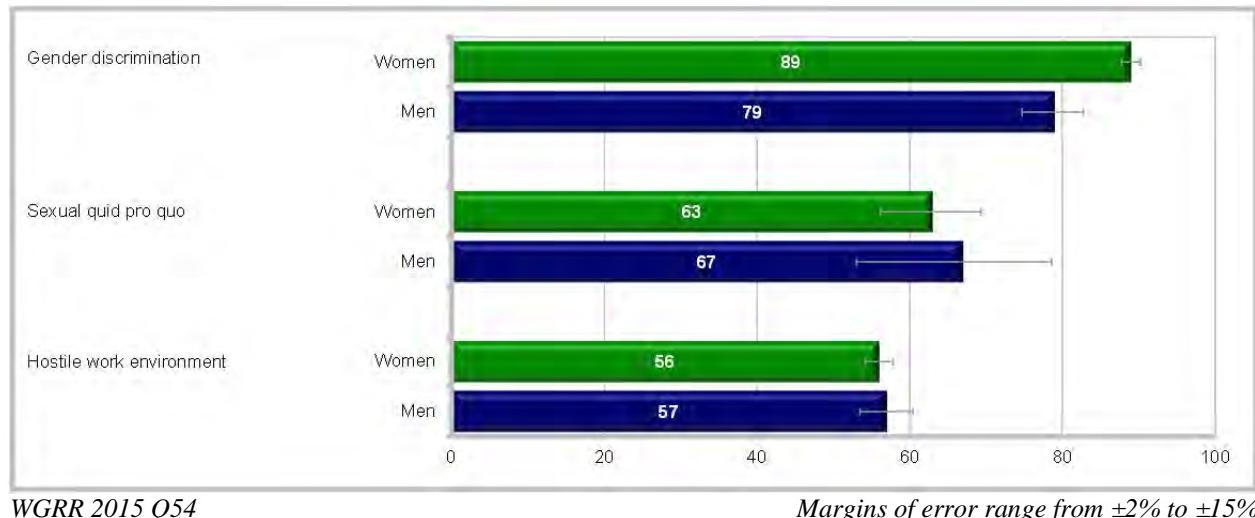
### Most Upsetting Behavior in the One Situation, by Gender

As shown in Figure 73, of the 11% of Reserve component women and 2% of Reserve component men who indicated experiencing gender discrimination in the past year, the majority of women (89%) and men (79%) indicated they considered the most upsetting situation to be *gender discrimination*.

Of the 1% of Reserve component women and less than 1% of Reserve component men who indicated experiencing *sexual quid pro quo* in the past year, a little less than two-thirds of women (63%) and a little more than two-thirds of men (67%) indicated they considered the most upsetting situation to be *sexual quid pro quo*.

Of the 18% of Reserve component women and 4% of Reserve component men who indicated experiencing hostile work environment in the past year, more than half of women (56%) and men (57%) considered the most upsetting situation to be *hostile work environment*.

**Figure 73.**  
**Percent of Reserve Component Members Who Indicated the Most Upsetting Situation, by Gender**



### Specific Breakouts for Women, by Reserve Component

- **Gender discrimination.** Women in the USAR (92%) and USMCR (96%) were more likely than women in the other Reserve components to indicate they considered the most upsetting situation to be *gender discrimination* (Table 27).

- ***Sexual quid pro quo.*** There were no significant differences between components for considering the most upsetting situation to be *sexual quid pro quo*.
- ***Hostile work environment.*** Women in the USAR (61%) were more likely to indicate they considered the most upsetting situation to be *hostile work environment*, whereas women in the ANG (48%) were less likely.

### Specific Breakouts for Men, by Reserve Component

- ***Gender discrimination.*** There were no significant differences between components for considering the most upsetting situation to be *gender discrimination* (Table 27).
- ***Sexual quid pro quo.*** There were no significant differences between components for considering the most upsetting situation to be *sexual quid pro quo*.
- ***Hostile work environment.*** Men in the USMCR (40%) were less likely than men in the other Reserve components to indicate they considered the most upsetting situation to be *hostile work environment*.

**Table 27.**  
*Most Upsetting Situation, by Gender by Reserve Component*

Percent Indicating Experienced							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
Gender discrimination	89	89	92	84	96	87	88
Sexual quid pro quo	63	63	66	NR	NR	NR	NR
Hostile work environment	56	57	61	51	NR	48	53
Margins of Error	±2%-7%	±3%-11%	±3%-14%	±6%	±6%	±3%-4%	±4%-5%
Men							
Gender discrimination	79	77	84	82	NR	75	84
Sexual quid pro quo	67	NR	NR	NR	NR	NR	NR
Hostile work environment	57	61	54	57	40	52	67
Margins of Error	±4%-15%	±6%-8%	±7%-9%	±12%-13%	±14%	±8%-10%	±10%-12%

Note. WGRR 2015 Q54.

### Specific Breakouts for Women, by Paygrade

- ***Gender discrimination.*** Junior officer women (92%) were more likely than women in the other paygrades to indicate they considered the most upsetting situation to be *gender discrimination* (Table 28).

- ***Sexual quid pro quo.*** There were no significant differences between paygrades for considering the most upsetting situation to be *sexual quid pro quo*.
- ***Hostile work environment.*** Senior officer women (51%) were less likely than women in the other paygrades to indicate they considered the most upsetting situation to be *hostile work environment*.

### Specific Breakouts for Men, by Paygrade

- There were no significant differences between paygrades for specifying the most upsetting behaviors (Table 28).

**Table 28.**  
*Most Upsetting Situation, by Gender by Paygrade*

Percent Indicating Experienced					
Within Paygrade Comparisons		Overall	E1–E4	E5–E9	O1–O3/ W1–W5
		Women			
Higher Response	89	88	89	92	89
Lower Response	63	55	71	54	51
Hostile work environment	56	55	59	54	51
<i>Margins of Error</i>	±2%-7%	±4%-14%	±2%-9%	±3%-13%	±3%-15%
Men					
Gender discrimination	79	75	79	84	84
Sexual quid pro quo	67	NR	NR	NR	NR
Hostile work environment	57	55	59	55	66
<i>Margins of Error</i>	±4%-15%	±7%-12%	±5%-6%	±9%	±9%-10%

Note. WGRR 2015 Q54.

### Characteristics of the Offender in the One Situation

Reserve component members who indicated they had experienced a sex-based MEO violation in the past year were asked to describe the offender(s) in the most upsetting situation. Members were asked to indicate the number of offenders, the gender of the offender(s), the relationship with the offender(s), and whether the offender(s) was/were military member(s) or a DoD civilian/contractor. Because these characteristics are not mutually exclusive, Reserve component members could select more than one option, as applicable. Results are reported separately for each gender and by Reserve component and by paygrade.

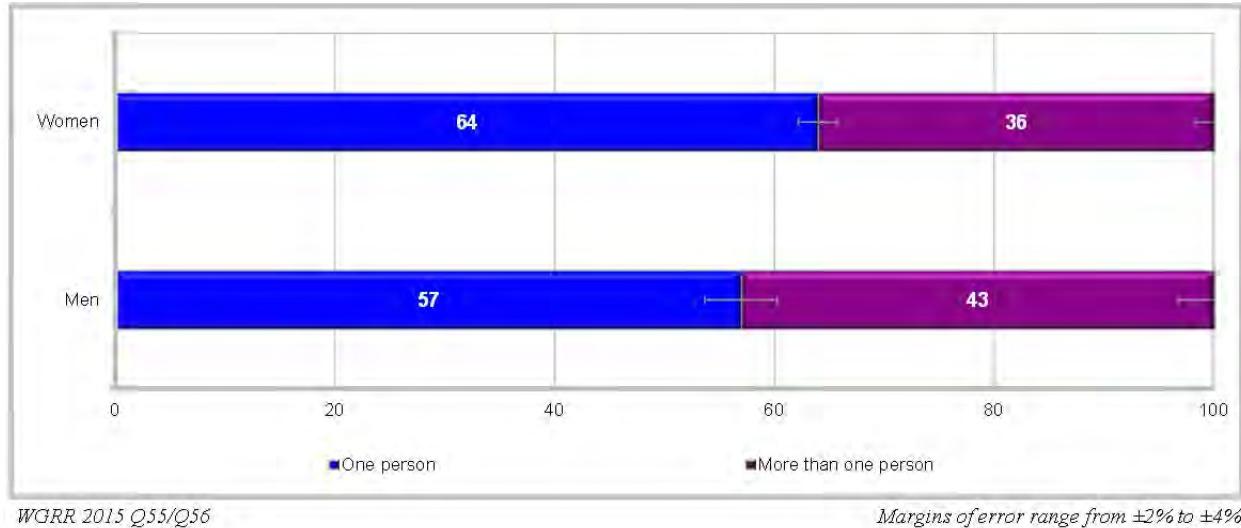
#### Number of Offenders, by Gender

As shown in Figure 74, of the 24% of Reserve component women who indicated experiencing a sex-based MEO violation in the past year, 64% of women indicated *one person* was involved in

the most upsetting situation and more than one-third (36%) indicated *more than one person* was involved.

As shown in Figure 74, of the 5% of Reserve component men who indicated experiencing a sex-based MEO violation in the past year, 57% of men indicated *one person* was involved in the most upsetting situation and less than half (43%) indicated *more than one person* was involved.

**Figure 74.**  
*Number of Offenders in the One Situation, by Gender*



### Specific Breakouts for Women, by Reserve Component

- There were no significant differences between components for indicating the number of offenders involved in the most upsetting situation (Table 29).

### Specific Breakouts for Men, by Reserve Component

- There were no significant differences between components for indicating the number of offenders involved in the most upsetting situation (Table 29).

**Table 29.**

*Number of Offenders in the One Situation, by Gender by Reserve Component*

Within Reserve Component Comparisons	Percent Indicating Number of Offenders						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Higher Response						
<b>Women</b>							
One person	64	65	64	62	NR	64	62
More than one person	36	35	36	38	NR	36	38
<i>Margins of Error</i>	<i>±2%</i>	<i>±4%</i>	<i>±4%</i>	<i>±6%</i>	--	<i>±3%</i>	<i>±4%</i>
<b>Men</b>							
One person	57	57	58	55	50	59	57
More than one person	43	43	42	45	50	41	43
<i>Margins of Error</i>	<i>±4%</i>	<i>±6%</i>	<i>±7%</i>	<i>±10%</i>	<i>±13%</i>	<i>±7%</i>	<i>±9%</i>

Note. WGRR 2015 Q55-Q56.

### Specific Breakouts for Women, by Paygrade

- **One person.** Senior officer women (57%) were less likely than women in the other paygrades to indicate there was *one person* involved in the most upsetting situation (Table 30).
- **More than one person.** Senior officer women (43%) were more likely than women in the other paygrades to indicate there was *more than one person* involved in the most upsetting situation.

### Specific Breakouts for Men, by Paygrade

- There were no significant differences between paygrades for indicating the number of offenders involved in the most upsetting situation (Table 30).

**Table 30.***Number of Offenders in the One Situation, by Gender by Paygrade*

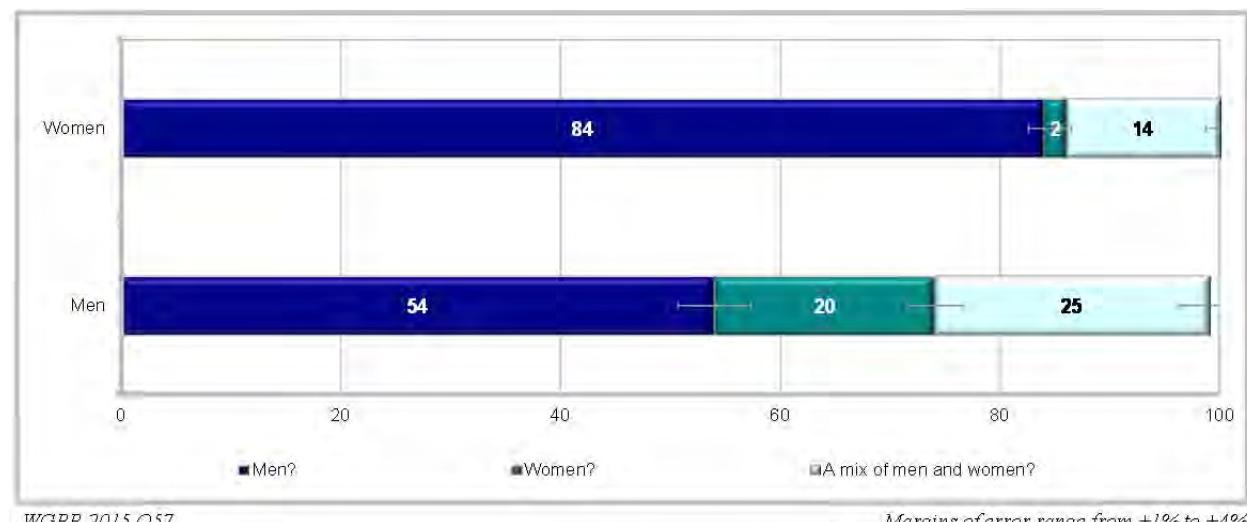
Percent Indicating Number of Offenders					
Within Paygrade Comparisons		Overall	E1-E4	E5-E9	O1-O3/ W1-W5
Higher Response	Lower Response				
<b>Women</b>					
One person	64	65	63	63	57
More than one person	36	34	37	37	43
<i>Margins of Error</i>	±2%	±4%	±2%	±4%	±3%
<b>Men</b>					
One person	57	55	59	58	61
More than one person	43	45	41	42	39
<i>Margins of Error</i>	±4%	±7%	±4%	±7%	±7%

Note. WGRR 2015 Q55-Q56.

**Gender of Offenders in the One Situation, by Gender**

As shown in Figure 75, of the 24% of Reserve component women who indicated experiencing a sex-based MEO violation in the past year, the majority (84%) indicated the offender(s) were *men*, 2% indicated the offender(s) were *women*, and 14% indicated the offenders were *a mix of men and women*.

As shown in Figure 75, of the 5% of Reserve component men who indicated experiencing a sex-based MEO violation in the past year, a little more than half (54%) indicated the offender(s) were *men*, one-fifth (20%) indicated the offender(s) were *women*, and one-quarter (25%) indicated the offenders were *a mix of men and women*.

**Figure 75.***Gender of the Offenders in the One Situation, by Gender*

### Specific Breakouts for Women, by Reserve Component

- **Men.** There were no significant differences between components for indicating the one situation included *men* (Table 31).
- **Women.** There were no significant differences between components for indicating the one situation included *women*.
- **A mix of men and women.** Women in the USMCR (3%) were less likely than women in the other Reserve components to indicate the one situation included *a mix of men and women*.

### Specific Breakouts for Men, by Reserve Component

- **Men.** There were no significant differences between components for indicating the one situation included *men* (Table 31).
- **Women.** There were no significant differences between components for indicating the one situation included *women*.
- **A mix of men and women.** Men in the USMCR (15%) were less likely than men in the other Reserve components to indicate the one situation included *a mix of men and women*.

**Table 31.**

*Gender of the Offenders in the One Situation, by Gender by Component*

Within Reserve Component Comparisons	Percent Indicating Gender of Offenders						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Higher Response	Lower Response					
<b>Women</b>							
Men	84	85	83	85	NR	85	82
Women	2	2	2	2	NR	3	4
A mix of men and women	14	13	15	13	3	11	14
<i>Margins of Error</i>	±1%-2%	±1%-3%	±2%-3%	±2%-4%	±5%	±2%-.3%	±2%-4%
<b>Men</b>							
Men	54	57	50	48	67	52	52
Women	20	19	21	23	18	20	26
A mix of men and women	25	23	29	29	15	28	22
<i>Margins of Error</i>	±3%-4%	±5%-6%	±6%-7%	±8%-.11%	±10%-14%	±7%	±8%-9%

Note. WGRR 2015 Q57.

### Specific Breakouts for Women, by Paygrade

- **Men.** Junior officer women (88%) were more likely than women in the other paygrades to indicate the offender(s) in the one situation were *men* (Table 32).
- **Women.** There were no significant differences between paygrades for indicating the one situation included *women*.
- **A mix of men and women.** Junior officer and senior officer women (both 10%) were less likely than women in the other paygrades to indicate the offenders in the one situation were *a mix of men and women*.

### Specific Breakouts for Men, by Paygrade

- **Men.** Junior enlisted men (63%) were more likely to indicate the offender(s) in the one situation were *men*, whereas senior enlisted members (47%) and senior officers (40%) were less likely (Table 32).
- **Women.** Senior enlisted members (25%), junior officers (30%), and senior officers (31%) were more likely to indicate the offender(s) in the one situation were *women*, whereas junior enlisted members (14%) were less likely.
- **A mix of men and women.** There were no significant differences between paygrades for indicating the one situation included *a mix of men and women*.

**Table 32.**  
*Gender of the Offenders in the One Situation, by Gender by Paygrade*

Percent Indicating Gender of Offenders					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
Men	84	83	83	88	87
Women	2	2	3	2	3
A mix of men and women	14	15	14	10	10
<i>Margins of Error</i>	<i>±1%-2%</i>	<i>±2%-4%</i>	<i>±1%-2%</i>	<i>±2%-3%</i>	<i>±2%-3%</i>
<b>Men</b>					
Men	54	63	47	51	40
Women	20	14	25	30	31
A mix of men and women	25	24	28	19	28
<i>Margins of Error</i>	<i>±3%-4%</i>	<i>±6%-7%</i>	<i>±4%</i>	<i>±6%-7%</i>	<i>±7%-8%</i>

Note. WGRR 2015 Q57.

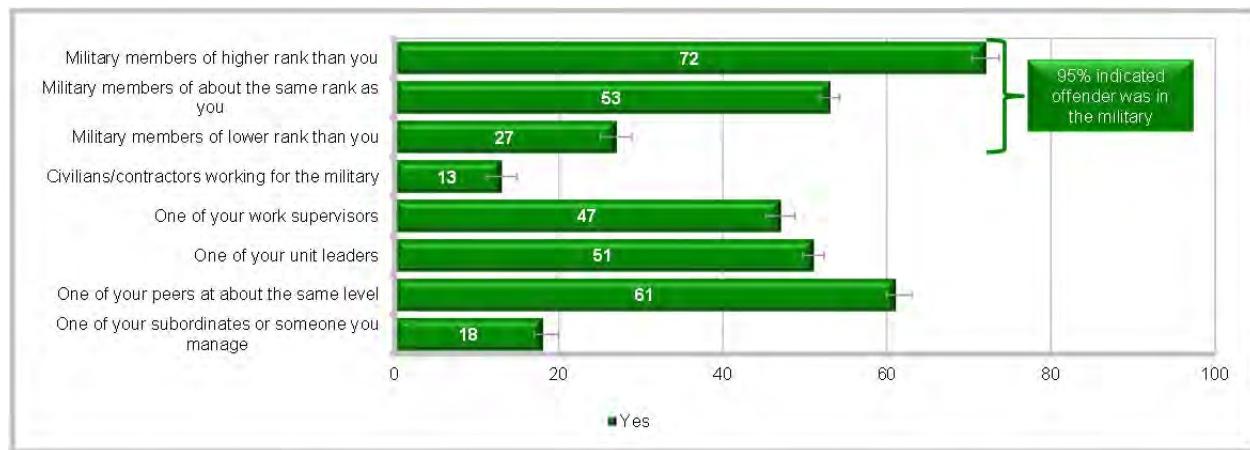
### Rank/Status of Offender in the One Situation

Reserve component members who indicated they had experienced a sex-based MEO violation in the past 12 months were asked to identify if the offender for the one situation was someone within their military work group, the military organizational level of the offender, and whether the offender was a civilian employee or contractor working for the military. Because these characteristics are not mutually exclusive, Reserve component members could select more than one option. Results are reported in descending order separately for each gender and gender by Reserve component and by paygrade.

### Rank/Status of Offender in the One Situation, By Gender

As shown in Figure 76, of the 24% of Reserve component women who indicated experiencing a sex-based MEO violation in the past year, the vast majority (95%) of women indicated the offender was *someone in the military*. The majority (72%) of women indicated the offender was a *military member of higher rank* and a little less than two-thirds (61%) indicated the offender was *one of their peers at about the same level*. A little more than half of women indicated the offender was a *military member in about the same rank* (53%) and indicated the offender was *one of their unit leaders* (51%). A little less than half (47%) of women indicated the offender was *one of their work supervisors*. More than one-quarter (27%) of women indicated the offender was a *military member of a lower rank*, a little less than one-fifth (18%) indicated the offender was *one of their subordinates or someone they manage*, and 13% indicated the offender was a *civilian/contractor working for the military*.

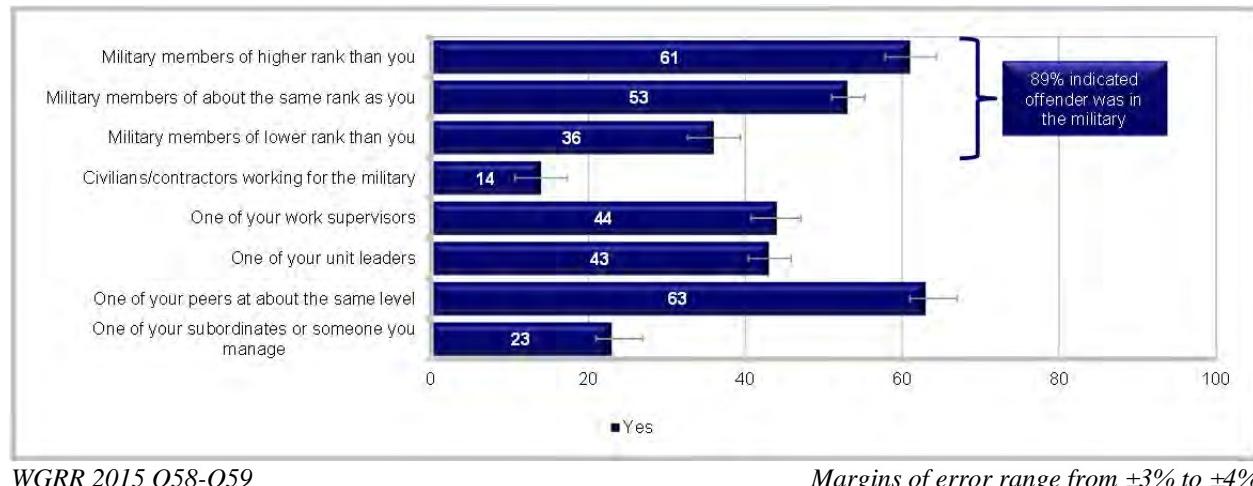
**Figure 76.**  
*Rank/Status of the Offender in the One Situation, by Women*



As shown in Figure 77, of the 5% of Reserve component men who indicated experiencing a sex-based MEO violation in the past year, the majority (89%) of men indicated the offender was *someone in the military*. A little less than two-thirds of men indicated the offender was *one of their peers at about the same level* (63%) and indicated the offender was a *military member of higher rank* (61%). A little more than half (53%) of men indicated the offender was a *military*

member in about the same rank. Less than half of men indicated the offender was *one of their work supervisors* (44%) and indicated the offender was *one of their unit leaders* (43%). More than one-third (36%) of men indicated the offender was a *military member of a lower rank*, a little less than one-quarter (23%) indicated the offender was *one of their subordinates or someone they manage*, and 14% indicated the offender was a *civilian/contractor working for the military*.

**Figure 77.**  
**Rank/Status of the Offender in the One Situation, by Men**



WGRR 2015 Q58-Q59

### Specific Breakouts for Women, by Reserve Component

- **Someone in the military.** Women in the USMCR (99%) were more likely than women in the other Reserve components to indicate the offender was *someone in the military* (Table 33).
- **Military members of higher rank than you.** Women in the ANG (78%) were more likely than women in the other Reserve components to indicate the offender was a *military member of higher rank*.
- **Military members of about the same rank as you.** Women in the ARNG (57%) were more likely to indicate the offender was a *military member of about the same rank*, whereas women in the ANG (43%) and USAFR (48%) were less likely.
- **Military members of lower rank than you.** Women in the ANG (23%) were less likely than women in the other Reserve components to indicate the offender was a *military member of a lower rank*.
- **Civilians/contractors working for the military.** Women in the USAR (18%) and USAFR (19%) were more likely to indicate the offender was a *civilian/contractor working for the military*, whereas women in the ARNG (9%) and USMCR (5%) were less likely.

- ***One of your work supervisors.*** There were no significant differences between components for indicating the offender was *one of their work supervisors*.
- ***One of your unit leaders.*** Women in the ANG (46%) were less likely than women in the other Reserve components to indicate the offender was *one of their unit leaders*.
- ***One of your peers at about the same level.*** Women in the ANG (55%) were less likely than women in the other Reserve components to indicate the offender *one of their peers at about the same level*.
- ***One of your subordinates or someone you manage.*** Women in the USAR (21%) were more likely to indicate the offender was *one of their subordinates or someone they manage*, whereas women in the ANG and USAFR (both 13%) were less likely.

### Specific Breakouts for Men, by Reserve Component

- ***Someone in the military.*** Men in the ANG (95%) were more likely than men in the other Reserve components to indicate the offender was *someone in the military* (Table 34).
- ***Military members of higher rank than you.*** Men in the ANG (69%) were more likely than men in the other Reserve components to indicate the offender was a *military member of higher rank* (Table 34).
- ***Military members of about the same rank as you.*** Men in the ANG (43%) were less likely than men in the other Reserve components to indicate the offender was a *military member of the same rank*.
- ***Military members of lower rank than you.*** There were no significant differences between components for indicating the offender was a *military member of a lower rank*.
- ***Civilians/contractors working for the military.*** There were no significant differences between components for indicating the offender was a *civilian/contractor working for the military*.
- ***One of your work supervisors.*** There were no significant differences between components for indicating the offender was *one of their work supervisors*.
- ***One of your unit leaders.*** There were no significant differences between components for indicating the offender was *one of their unit leaders*.
- ***One of your peers at about the same level.*** There were no significant differences between components for indicating the offender was *one of their peers at about the same level*.
- ***One of your subordinates or someone you manage.*** There were no significant differences between components for indicating the offender was *one of their subordinates or someone they manage*.

**Table 33.***Rank/Status of the Offender in the One Situation for Women, by Component*

Within Reserve Component Comparisons	Percent Indicating Rank/Status of Offenders						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Women						
<b>Military Offender</b>							
Someone in the military	95	96	94	95	99	95	93
<b>Offender Rank/Status</b>							
Military members of higher rank than you	72	73	68	67	75	78	70
Military members of about the same rank as you	53	57	52	57	72	43	48
Military members of lower rank than you	27	27	28	30	NR	23	24
Civilians/contractors working for the military	13	9	18	13	5	11	19
<b>Offender Rank/Status</b>							
One of your work supervisors	47	46	47	49	NR	48	45
One of your unit leaders	51	51	54	50	NR	46	48
One of your peers at about the same level	61	63	59	65	76	55	58
One of your subordinates or someone you manage	18	17	21	22	30	13	13
Margins of Error	±2%-3%	±2%-4%	±3%-4%	±3%-6%	±3%-18%	±2%-4%	±3%-4%

Note. WGRR 2015 Q58-Q59.

**Table 34.**

*Rank/Status of the Offender in the One Situation for Men, by Component*

Within Reserve Component Comparisons	Percent Indicating Rank/Status of Offenders						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Men						
<b>Military Offender</b>							
Someone in the military	89	89	89	88	87	95	89
<b>Offender Rank/Status</b>							
Military members of higher rank than you	61	59	62	57	65	69	61
Military members of about the same rank as you	53	55	52	50	56	43	53
Military members of lower rank than you	36	36	36	36	24	35	33
Civilians/contractors working for the military	14	13	15	13	9	15	20
<b>Offender Rank/Status</b>							
One of your work supervisors	44	44	44	48	38	44	42
One of your unit leaders	43	42	46	46	48	37	44
One of your peers at about the same level	63	65	61	55	60	61	66
One of your subordinates or someone you manage	23	24	23	26	20	20	19
Margins of Error	±3%-4%	±4%-6%	±5%-7%	±8%-11%	±10%-14%	±4%-7%	±6%-9%

Note. WGRR 2015 Q58-Q59.

### Specific Breakouts for Women by Paygrade

- **Someone in the military.** There were no significant differences between paygrades for indicating the offender was *someone in the military*. (Table 35).
- **Military members of higher rank than you.** Senior enlisted women (75%) were more likely to indicate the offender was a *military member of higher rank*, whereas junior officers (64%) and senior officers (67%) were less likely.
- **Military members of about the same rank as you.** Junior enlisted women (59%) were more likely to indicate the offender was a *military member of about the same rank*, whereas senior enlisted members (51%) and junior officers (42%) were less likely.
- **Military members of lower rank than you.** Junior officer women (45%) and senior officers (37%) were more likely to indicate the offender was a *military member of a lower rank*, whereas junior enlisted members (22%) were less likely.

- **Civilians/contractors working for the military.** Senior enlisted women (15%) and senior officers (23%) were more likely to indicate the offender was a *civilian/contractor working for the military*, whereas junior enlisted members (9%) were less likely.
- **One of your work supervisors.** Senior officer women (55%) were more likely than women in the other paygrades to indicate the offender was *one of their work supervisors*.
- **One of your unit leaders.** Senior enlisted women (54%) and senior officers (60%) were more likely to indicate the offender was *one of their unit leaders*, whereas junior enlisted members (45%) were less likely.
- **One of your peers at about the same level.** Junior enlisted women (66%) were more likely to indicate the offender was *one of their peers at about the same level*, whereas junior officers (50%) and senior officers (56%) were less likely.
- **One of your subordinates or someone you manage.** Senior enlisted women (21%), junior officers (35%), and senior officers (27%) were more likely to indicate the offender was *one of their subordinates or someone they manage*, whereas junior enlisted members (9%) were less likely.

### Specific Breakouts for Men by Paygrade

- **Someone in the military.** There were no significant differences between paygrades for indicating the offender was *someone in the military* (Table 36).
- **Military members of higher rank than you.** Junior officer men (51%) were less likely than men in the other paygrades to indicate the offender was a *military member of higher rank*.
- **Military members of about the same rank as you.** Junior enlisted men (60%) were more likely to indicate the offender was a *military member of the same rank*, whereas senior enlisted members (48%), junior officers (40%), and senior officers (43%) were less likely.
- **Military members of lower rank than you.** Junior officer men (45%) were more likely than men in the other paygrades to indicate the offender was a *military member of a lower rank*.
- **Civilians/contractors working for the military.** Senior enlisted men (17%), junior officers (22%), and senior officers (28%) were more likely to indicate the offender was a *civilian/contractor working for the military*, whereas junior enlisted members (8%) were less likely.
- **One of your work supervisors.** There were no significant differences between paygrades for indicating the offender was *one of their work supervisors*.

- ***One of your unit leaders.*** There were no significant differences between paygrades for indicating the offender was *one of their unit leaders*.
- ***One of your peers at about the same level.*** Junior enlisted men (74%) were more likely to indicate the offender was *one of their peers at about the same level*, whereas senior enlisted members (55%), junior officers (49%), and senior officers (47%) were less likely.
- ***One of your subordinates or someone you manage.*** Senior enlisted men (27%) and junior officers (35%) were more likely to indicate the offender was *one of their subordinates or someone they manage*, whereas junior enlisted members (17%) were less likely.

**Table 35.**

***Rank/Status of the Offender in the One Situation for Women, by Paygrade***

Percent Indicating Rank/Status of Offenders					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
<b>Military Offender</b>					
Someone in the military	95	95	95	95	94
<b>Offender Status/Rank</b>					
Military members of higher rank than you	72	71	75	64	67
Military members of about the same rank as you	53	59	51	42	54
Military members of lower rank than you	27	22	26	45	37
Civilians/contractors working for the military	13	9	15	13	23
<b>Offender Status/Rank</b>					
One of your work supervisors	47	44	48	47	55
One of your unit leaders	51	45	54	53	60
One of your peers at about the same level	61	66	59	50	56
One of your subordinates or someone you manage	18	9	21	35	27
<i>Margins of Error</i>	±2%-3%	±3%-5%	±2%-3%	±3%-4%	±2%-3%

Note. WGRR 2015 Q58-Q59.

**Table 36.***Rank/Status of the Offender in the One Situation for Men, by Paygrade*

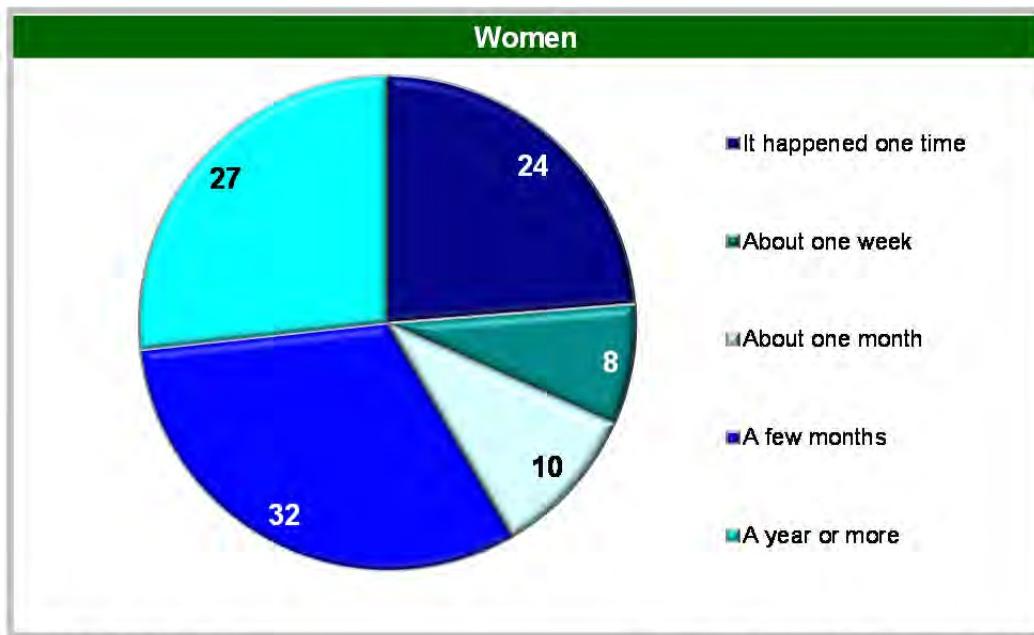
Percent Indicating Rank/Status of Offenders					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Men</b>					
<b>Military Offender</b>					
Someone in the military	89	88	91	88	87
<b>Offender Status/Rank</b>					
Military members of higher rank than you	61	62	61	51	60
Military members of about the same rank as you	53	60	48	40	43
Military members of lower rank than you	36	35	34	45	37
Civilians/contractors working for the military	14	8	17	22	28
<b>Offender Status/Rank</b>					
One of your work supervisors	44	42	46	40	50
One of your unit leaders	43	41	45	42	49
One of your peers at about the same level	63	74	55	49	47
One of your subordinates or someone you manage	23	17	27	35	28
<i>Margins of Error</i>		±3%-4%	±5%-7%	±3%-4%	±6%-8%
				±7%-8%	

Note. WGRR 2015 Q58-Q59.

## Length of Time the One Situation Continued, by Gender

As shown in Figure 78, of the 24% of Reserve component women who indicated experiencing a sex-based MEO violation in the past year, a little less than one-quarter (24%) indicated *it happened one time*, 8% indicated it continued for *about one week*, one-tenth (10%) indicated it continued for *about one month*, a little less than one-third (32%) indicated it continued for *a few months*, and more than one-quarter (27%) indicated it continued for *a year or more*.

**Figure 78.**  
*Length of Time the One Situation Continued for Women*

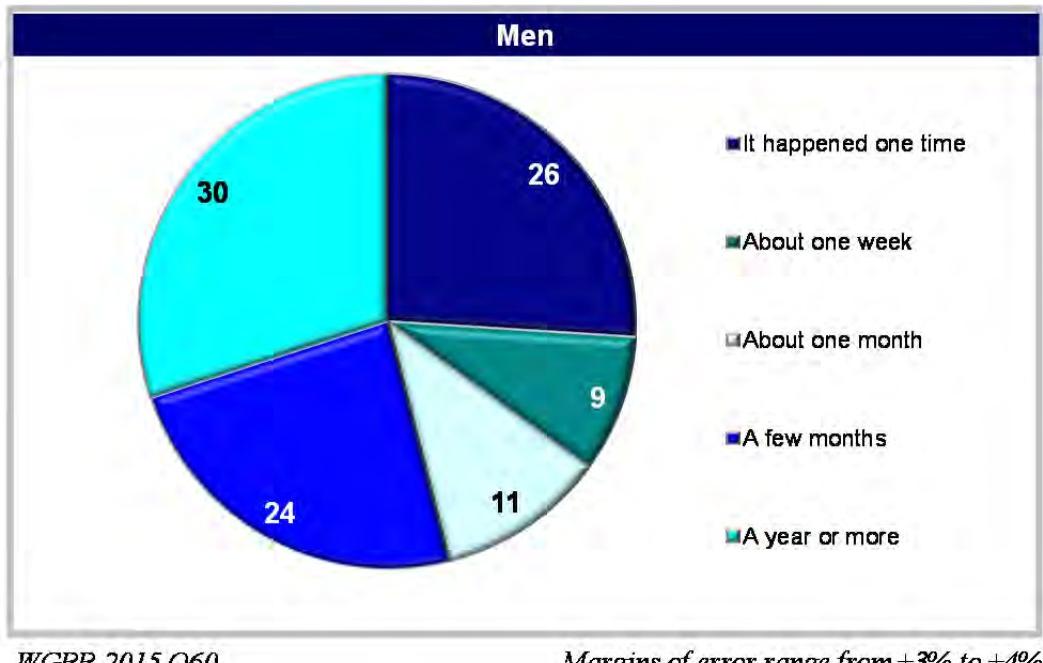


WGRR 2015 Q60

Margins of error do not exceed  $\pm 2\%$

As shown in Figure 79, of the 5% of Reserve component men who indicated experiencing a sex-based MEO violation in the past year, more than one-quarter (26%) indicated *it happened one time*, 9% indicated it continued for *about one week*, a little more than one-tenth (11%) indicated it continued for *about one month*, a little less than one-quarter (24%) indicated it continued for *a few months*, and a little less than one-third (30%) indicated it continued for *a year or more*.

**Figure 79.**  
*Length of Time the One Situation Continued for Men*



#### Specific Breakouts for Women, by Reserve Component

- ***It happened one time.*** There were no significant differences between components for indicating *it happened one time* (Table 37).
- ***About one week.*** There were no significant differences between components for indicating the situation continued for *about one week*.
- ***About one month.*** Women in the USAFR (6%) were less likely than women in the other Reserve components to indicate the situation continued for *about one month*.
- ***A few months.*** Women in the USAR (36%) were more likely to indicate the situation continued for *a few months*, whereas women in the USAFR (27%) were less likely.
- ***A year or more.*** Women in the ANG and USAFR (both 35%) were more likely than women in the other Reserve components to indicate the situation continued for *a year or more*.

#### Specific Breakouts for Men, by Reserve Component

- ***It happened one time.*** There were no significant differences between components for indicating *it happened one time* (Table 37).

- **About one week.** There were no significant differences between components for indicating the situation continued for *about one week*.
- **About one month.** There were no significant differences between components for indicating the situation continued for *about one month*.
- **A few months.** There were no significant differences between components for indicating the situation continued for *a few months*.
- **A year or more.** Men in the USAFR (41%) were more likely than men in the other Reserve components to indicate the situation continued for *a year or more*.

**Table 37.**  
*Length of Time the One Situation Continued, by Gender by Component*

Percent Indicating Length of Time the One Situation Continued							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
It happened one time	24	24	23	26	NR	23	23
About one week	8	9	7	7	7	6	9
About one month	10	11	10	11	NR	8	6
A few months	32	31	36	34	NR	28	27
A year or more	27	26	24	22	NR	35	35
Margins of Error	±2%	±3%-4%	±3%-4%	±3%-6%	±8%	±2% - 4%	±2%-4%
Men							
It happened one time	26	24	29	27	37	25	20
About one week	9	10	8	5	6	11	11
About one month	11	11	11	7	13	10	8
A few months	24	26	22	32	18	23	20
A year or more	30	28	30	29	25	31	41
Margins of Error	±3%-4%	±4%-6%	±4%-7%	±5% - 12%	±7%-14%	±6% - 7%	±6%-9%

Note. WGRR 2015 Q60.

### Specific Breakouts for Women, by Paygrade

- **It happened one time.** Junior enlisted women (27%) were more likely to indicate *it happened one time*, whereas senior officers (18%) were less likely (Table 38).
- **About one week.** Junior enlisted women (10%) were more likely to indicate the situation continued for *about one week*, whereas senior enlisted members (6%) and senior officers (5%) were less likely.

- **About one month.** Senior officer women (7%) were less likely than women in the other paygrades to indicate the situation continued for *about one month*.
- **A few months.** There were no significant differences between paygrades for indicating the situation continued for *a few months*.
- **A year or more.** Senior enlisted women (31%) and senior officers (40%) were more likely to indicate the situation continued for *a year or more*, whereas junior enlisted members (20%) were less likely.

### Specific Breakouts for Men, by Paygrade

- There were no significant differences between paygrades for indicating the length of time the one situation occurred for (Table 38).

**Table 38.**  
*Length of Time the One Situation Continued, by Gender by Paygrade*

Percent Indicating Length of Time the One Situation Continued					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
		Higher Response	Lower Response	Higher Response	Lower Response
<b>Women</b>					
It happened one time	24	27	22	21	18
About one week	8	10	6	9	5
About one month	10	11	9	10	7
A few months	32	31	32	35	30
A year or more	27	20	31	25	40
<i>Margins of Error</i>	<i>±2%</i>	<i>±3%-4%</i>	<i>±1%-2%</i>	<i>±3%-4%</i>	<i>±2%-3%</i>
<b>Men</b>					
It happened one time	26	29	23	29	23
About one week	9	9	10	8	7
About one month	11	13	9	9	8
A few months	24	22	26	29	25
A year or more	30	27	33	26	37
<i>Margins of Error</i>	<i>±3%-4%</i>	<i>±5%-6%</i>	<i>±3%-4%</i>	<i>±5%-7%</i>	<i>±5%-8%</i>

Note. WGRR 2015 Q60.

### Location/Status Where One Situation Occurred

Reserve component members who indicated experiencing at least one sex-based MEO violation in the past 12 months were asked to identify where the most upsetting situation occurred. They could respond that it occurred at their military installation/ship/armory/Guard or Reserve unit site; while they were on TDY/TAD, at sea, or during field exercise/alerts; while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay; while they were in recruit training/basic training; and in a civilian location. Because these

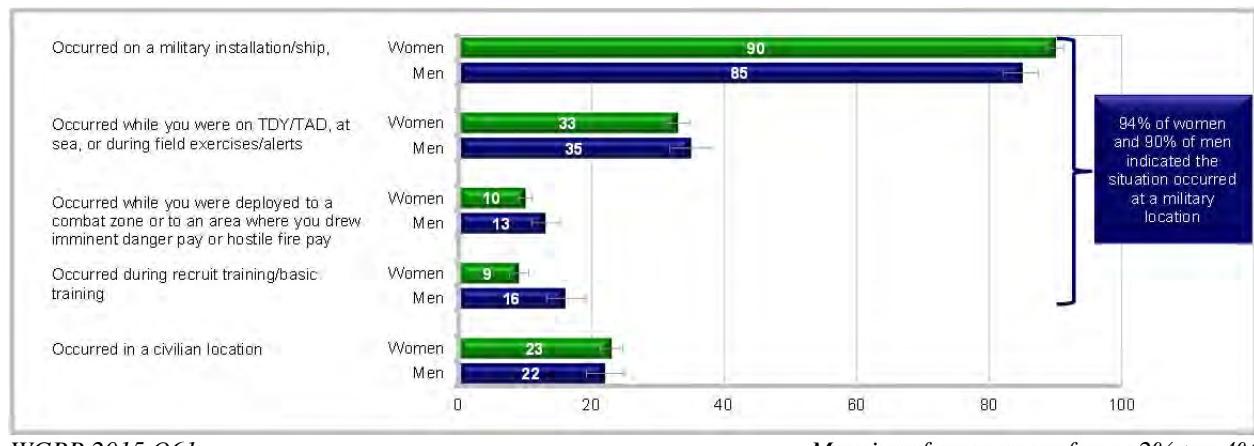
characteristics are not mutually exclusive, Reserve component members could select more than one option. Results are reported separately for each gender and gender by Reserve component and by paygrade.

### Location/Status Where One Situation Occurred, by Gender

As shown in Figure 80, of the 24% of Reserve component women who indicated experiencing a sex-based MEO violation in the past year, the majority (90%) indicated the situation *occurred on a military installation/ship, armory, Guard or Reserve unit site*. One-third (33%) of women indicated the situation *occurred while on TDY/TAD, at sea, or during field exercises/alerts*. Less than one-quarter (23%) of women indicated the situation *occurred in a civilian location*. Fewer women indicated the situation *occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay* (10%) or *during recruit training/basic training* (9%).

As shown in Figure 80, of the 5% of Reserve component men who indicated experiencing a sex-based MEO violation in the past year, the majority (85%) indicated the situation *occurred on a military installation/ship, armory, Guard or Reserve unit site*. More than one-third (35%) of men indicated the situation *occurred while on TDY/TAD, at sea, or during field exercises/alerts*. Less than one-quarter (22%) of men indicated the situation *occurred in a civilian location*. Fewer men indicated the situation *occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay* (13%) or *during recruit training/basic training* (16%).

**Figure 80.**  
*Location/Status Where the One Situation Occurred, by Gender*



WGRR 2015 Q61

### Specific Breakouts for Women, by Reserve Component

- **Occurred on a military installation/ship.** Women in the USMCR (99%) and USAFR (93%) were more likely than women in the other Reserve components to indicate the situation *occurred on a military installation/ship* (Table 39).

- **Occurred while you were on TDY/TAD, at sea, or during field exercises/alerts.** Women in the USAR (39%) were more likely to indicate the situation *occurred while on TDY/TAD, at sea, or during field exercises/alerts*, whereas women in the USMCR (15%), ANG (26%), and USAFR (25%) were less likely.
- **Occurred in a civilian location.** Women in the USAR (27%) were more likely to indicate the situation *occurred in a civilian location*, whereas women in the USNR (18%) and ANG (16%) were less likely.
- **Occurred while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay.** Women in the USMCR (2%) and ANG (6%) were less likely than women in the other Reserve components to indicate the situation *occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay*.
- **Occurred during recruit training/basic training.** Women in the ARNG (12%) were more likely to indicate the situation occurred *during recruit training/basic training*, whereas women in the USNR and ANG (both 4%) and USAFR (3%) were less likely.

### Specific Breakouts for Men, by Reserve Component

- **Occurred on a military installation/ship.** Men in the ANG (93%) were more likely than men in the other Reserve components to indicate the situation *occurred on a military installation/ship* (Table 39).
- **Occurred while you were on TDY/TAD, at sea, or during field exercises/alerts.** Men in the ANG (23%) were less likely than men in the other Reserve components to indicate the situation *occurred while on TDY/TAD, at sea, or during field exercises/alerts*.
- **Occurred in a civilian location.** There were no significant differences between components for indicating the situation *occurred in a civilian location*.
- **Occurred while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay.** There were no significant differences between components for indicating the situation *occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay*.
- **Occurred during recruit training/basic training.** Men in the ANG (5%) and USAFR (4%) were less likely than men in the other Reserve components to indicate the situation occurred *during recruit training/basic training*.

**Table 39.**

*Location/Status Where the One Situation Occurred, by Gender by Component*

Within Reserve Component Comparisons	Percent Indicating Where the One Situation Occurred						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Higher Response						
<b>Women</b>							
Occurred on a military installation/ship, armory, Guard or Reserve unit site	90	89	89	91	99	92	93
Occurred while you were on TDY/TAD, at sea, or during field exercises/alerts	33	34	39	29	15	26	25
Occurred in a civilian location	23	23	27	18	12	16	21
Occurred while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	10	11	10	10	2	6	7
Occurred during recruit training/basic training	9	12	9	4	NR	4	3
<i>Margins of Error</i>	±2%	±2%-4%	±3%-4%	±4%-6%	±4%-15%	±2% 4%	±2%-4%
<b>Men</b>							
Occurred on a military installation/ship, armory, Guard or Reserve unit site	85	85	83	82	72	93	90
Occurred while you were on TDY/TAD, at sea, or during field exercises/alerts	35	36	37	35	32	23	30
Occurred in a civilian location	22	23	24	20	17	16	18
Occurred during recruit training/basic training	16	17	19	17	14	5	4
Occurred while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	13	12	15	19	8	10	9
<i>Margins of Error</i>	±3%-4%	±4%-6%	±6%-7%	±9% 13%	±9%-14%	±4% 6%	±5%-9%

Note. WGRR 2015 Q61.

### Specific Breakouts for Women, by Paygrade

- **Occurred on a military installation/ship.** Senior enlisted women (92%) were more likely to indicate the situation occurred on a military installation/ship, whereas junior enlisted members (88%) were less likely (Table 40).
- **Occurred while you were on TDY/TAD, at sea, or during field exercises/alerts.** Junior officer women (40%) were more likely to indicate the situation occurred while on TDY/TAD, at sea, or during field exercises/alerts, whereas senior officers (28%) were less likely.

- **Occurred in a civilian location.** There were no significant differences between paygrades for indicating the situation *occurred in a civilian location*.
- **Occurred while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay.** Senior enlisted women (12%) were more likely to indicate the situation *occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay*, whereas junior enlisted members (7%) were less likely.
- **Occurred during recruit training/basic training.** Junior enlisted members (17%) were more likely to indicate the situation occurred *during recruit training/basic training*, whereas senior enlisted members (3%) and senior officers (1%) were less likely.

### Specific Breakouts for Men, by Paygrade

- **Occurred on a military installation/ship.** Senior officer men (92%) were more likely than men in the other paygrades to indicate the situation *occurred on a military installation/ship* (Table 40).
- **Occurred while you were on TDY/TAD, at sea, or during field exercises/alerts.** Senior officer men (23%) were less likely than men in the other paygrades to indicate the situation *occurred while on TDY/TAD, at sea, or during field exercises/alerts*.
- **Occurred in a civilian location.** There were no significant differences between paygrades for indicating the situation *occurred in a civilian location*.
- **Occurred during recruit training/basic training.** Junior enlisted men (28%) were more likely to indicate the situation *occurred during recruit training/basic training*, whereas senior enlisted members (5%), junior officers (7%), and senior officers (6%) were less likely.
- **Occurred while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay.** Junior enlisted men (9%) were less likely than men in the other paygrades to indicate the situation occurred *while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay*.

**Table 40.**  
*Location/Status Where the One Situation Occurred, by Gender by Paygrade*

Percent Indicating Where the One Situation Occurred					
Within Paygrade Comparisons	Overall	E1-E4	E5-E9	O1-O3/ W1-W5	O4-O6
<b>Women</b>					
Occurred on a military installation/ship, armory, Guard or Reserve unit site	90	88	92	90	92
Occurred while you were on TDY/TAD, at sea, or during field exercises/alerts	33	32	34	40	28
Occurred in a civilian location	23	25	22	21	21
Occurred while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	10	7	12	12	11
Occurred during recruit training/basic training	9	17	3	6	1
<i>Margins of Error</i>	±2%	±3%-4%	±1%-2%	±3%-4%	±1%-3%
<b>Men</b>					
Occurred on a military installation/ship, armory, Guard or Reserve unit site	85	82	88	82	92
Occurred while you were on TDY/TAD, at sea, or during field exercises/alerts	35	34	36	34	23
Occurred in a civilian location	22	23	20	22	25
Occurred during recruit training/basic training	16	28	5	7	6
Occurred while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay	13	9	15	15	15
<i>Margins of Error</i>	±3%-4%	±5%-7%	±3%-4%	±5%-7%	±5%-7%

Note. WGRR 2015 Q61.

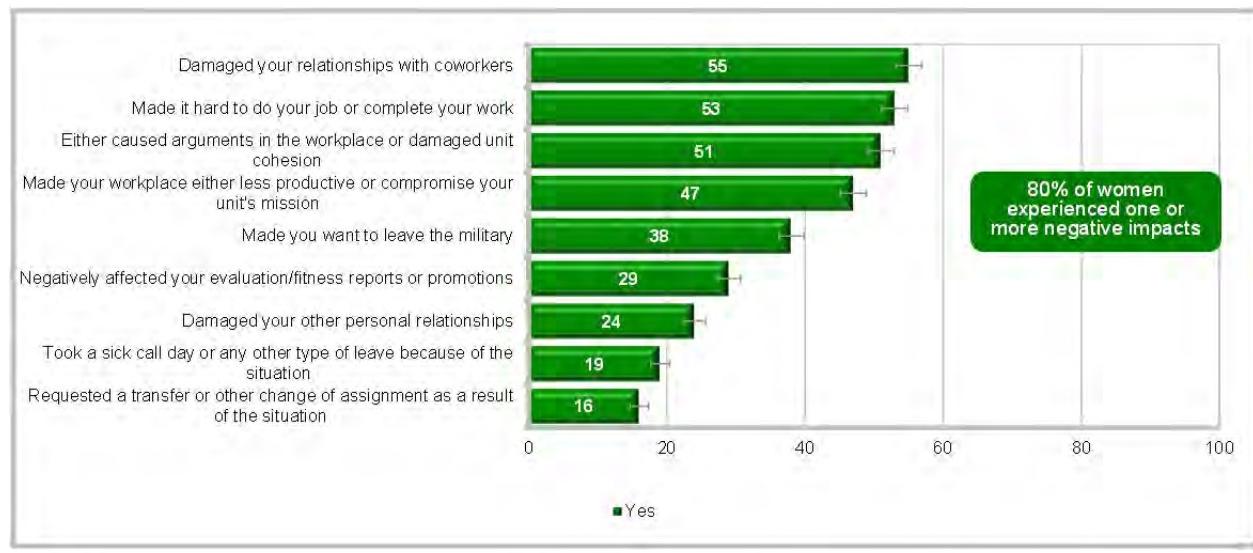
## Negative Impacts of One Situation

Reserve component members who indicated they had experienced at least one sex-based MEO violation in the past 12 months were asked if the most upsetting situation had any negative impacts. Members were asked if the situation: led them to request a transfer or other change of assignment; made them want to leave the military; made it hard for them to do their job or complete their work; made their workplace either less productive or compromised their unit's mission; made them take a sick day or any other type of leave; negatively affected their evaluation/fitness reports or promotions; caused arguments in the workplace or damaged unit cohesion; damaged their relationships with coworkers; and/or if the situation damaged their personal relationships. Because these characteristics are not mutually exclusive, Reserve component members could select more than one option. Results are reported in descending order separately for each gender and gender by Reserve component and by paygrade.

## Negative Impacts of One Situation, by Gender

As shown in Figure 81, of the 24% of Reserve component women who indicated experiencing a sex-based MEO violation in the past year, the majority of women (80%) experienced at least one or more negative impact as a result of the situation. A little more than half of women indicated the situation *damaged their relationships with coworkers* (55%), *made it hard to do their job or complete their work* (53%), and/or *either caused arguments in the workplace or damaged unit cohesion* (51%). A little less than half (47%) of women indicated the situation *made their workplace either less productive or compromised their unit's mission*, more than one-third (38%) indicated the situation *made them want to leave the military*, and more than one-quarter (29%) indicated it *negatively affected their evaluation/fitness reports or promotions*. A little less than a quarter (24%) of women indicated the situation *damaged their other personal relationships*, and a little less than one-fifth *took a sick call day or any other type of leave because of the situation* (19%) and/or *requested a transfer or other change of assignment as a result of the situation* 16%.

**Figure 81.**  
*Negative Impacts of the One Situation for Women*



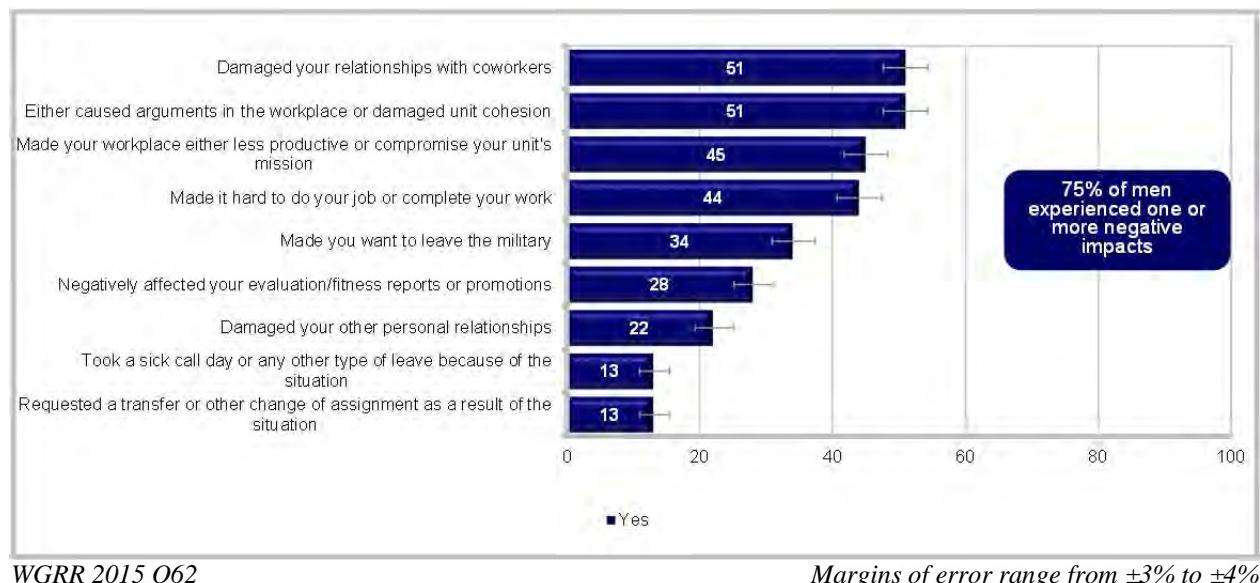
WGRR 2015 Q62

Margins of error do not exceed  $\pm 2\%$ 

As shown in Figure 82, of the 5% of Reserve component men who indicated experiencing a sex-based MEO violation in the past year, the majority of men (75%) experienced at least one or more negative impact as a result of the situation. A little more than half of men indicated the situation *damaged their relationships with coworkers* and/or *either caused arguments in the workplace or damaged unit cohesion* (both 51%). Less than half of men indicated the situation *made their workplace either less productive or compromised their unit's mission* (45%) and/or *made it hard to do their job or complete their work* (44%). More than one-third (34%) of men indicated the situation *made them want to leave the military*, and more than one-quarter (28%) indicated it *negatively affected their evaluation/fitness reports or promotions*. A little more than one-fifth (22%) of men indicated the situation *damaged their other personal relationships*, and

fewer took a sick call day or any other type of leave because of the situation and/or requested a transfer or other change of assignment as a result of the situation (both 13%).

**Figure 82.**  
*Negative Impacts of the One Situation for Men*



### Specific Breakouts for Women, by Reserve Component

- **Damaged your relationship with coworkers.** Women in the USAR (59%) were more likely than women in the other Reserve components to indicate the situation *damaged their relationships with coworkers* (Table 41).
- **Made it hard to do your job or complete your work.** There were no significant differences between components for indicating the situation *made it hard to do their job or complete their work*.
- **Either caused arguments in the workplace or damaged unit cohesion.** Women in the USAR (55%) were more likely than women in the other Reserve components to indicate the situation *either caused arguments in the workplace or damaged unit cohesion*.
- **Made your workplace either less productive or compromised your unit's mission.** Women in the USAR (51%) were more likely than women in the other Reserve components to indicate the situation *made their workplace either less productive or compromised their unit's mission*.
- **Made you want to leave the military.** Women in the USAR (42%) were more likely than women in the other Reserve components to indicate the situation *made them want to leave the military*.

- **Negatively affected their evaluation/fitness reports or promotions.** There were no significant differences between paygrades for indicating the situation *negatively affected their evaluation/fitness reports or promotions*.
- **Damaged their other personal relationships.** There were no significant differences between components for indicating the situation *damaged their other personal relationships*.
- **Took a sick call day or any other type of leave because of the situation.** Women in the USAR (23%) were also more likely to indicate they took a sick call day or any other type of leave *because of the situation*, whereas women in the ARNG (17%) were less likely.
- **Requested a transfer or other change of assignment as a result of the situation.** Women in the USAR (21%) were more likely to indicate they *requested a transfer or other change of assignment as a result of the situation*, whereas women in the USNR (12%) and USMCR (6%) were less likely.

### Specific Breakouts for Men, by Reserve Component

- **Damaged your relationship with coworkers.** There were no significant differences between components for indicating the situation *damaged their relationships with coworkers* (Table 42).
- **Either caused arguments in the workplace or damaged unit cohesion.** There were no significant differences between components for indicating the situation *either caused arguments in the workplace or damaged unit cohesion*.
- **Made your workplace either less productive or compromised your unit's mission.** There were no significant differences between components for indicating the situation *made their workplace either less productive or compromised their unit's mission*.
- **Made it hard to do your job or complete your work.** There were no significant differences between components for indicating the situation *made it hard to do their job or complete their work*.
- **Made you want to leave the military.** There were no significant differences between components for indicating the situation *made them want to leave the military*.
- **Negatively affected their evaluation/fitness reports or promotions.** Men in the ANG (19%) were less likely than men in the other Reserve components to indicate the situation *negatively affected their evaluation/fitness reports or promotions*.
- **Damaged their other personal relationships.** Men in the ANG (15%) were less likely than men in the other Reserve components to indicate the situation *damaged their other personal relationships*.

- ***Requested a transfer or other change of assignment as a result of the situation.*** Men in the USMCR (5%) were less likely to indicate they *requested a transfer or other change of assignment as a result of the situation* than men in the other Reserve components.

**Table 41.**  
***Negative Impacts of the One Situation for Women, by Component***

Percent Indicating Negative Impacts of the One Situation							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
Damaged your relationships with coworkers	55	52	59	51	NR	56	56
Made it hard to do your job or complete your work	53	52	56	52	NR	54	54
Either caused arguments in the workplace or damaged unit cohesion	51	50	55	48	NR	51	49
Made your workplace either less productive or compromise your unit's mission	47	45	51	47	34	45	47
Made you want to leave the military	38	36	42	36	NR	37	33
Negatively affected your evaluation/fitness reports or promotions	29	27	31	32	16	28	28
Damaged your other personal relationships	24	22	28	21	19	23	23
Took a sick call day or any other type of leave because of the situation	19	17	23	15	11	21	18
Requested a transfer or other change of assignment as a result of the situation	16	15	21	12	6	14	18
Margins of Error	±2%	±3%-4%	±3%-4%	±4%-6%	±12%-17%	±3%-4%	±3%-4%

Note. WGRR 2015 Q62.

**Table 42.**  
*Negative Impacts of the One Situation for Men, by Component*

Within Reserve Component Comparisons	Percent Indicating Negative Impacts of the One Situation						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Higher Response						
<b>Men</b>							
Damaged your relationships with coworkers	51	52	50	53	52	48	44
Either caused arguments in the workplace or damaged unit cohesion	51	52	52	47	44	45	53
Made your workplace either less productive or compromise your unit's mission	45	43	48	51	32	43	50
Made it hard to do your job or complete your work	44	44	44	44	33	42	46
Made you want to leave the military	34	34	36	31	30	32	37
Negatively affected your evaluation/fitness reports or promotions	28	29	27	35	21	19	31
Damaged your other personal relationships	22	24	23	19	15	15	20
Took a sick call day or any other type of leave because of the situation	13	13	14	13	7	12	9
Requested a transfer or other change of assignment as a result of the situation	13	13	15	12	5	10	15
<i>Margins of Error</i>	±3%-4%	±4%-6%	±6%-7%	±9%-13%	±7%-13%	±4%-7%	±8%-9%

Note. WGRR 2015 Q62.

### Specific Breakouts for Women, by Paygrade

- **Damaged your relationship with coworkers.** Senior enlisted women were more likely to indicate the situation *damaged their relationships with coworkers* (58%), whereas junior enlisted members (52%) were less likely (Table 43).
- **Made it hard to do your job or complete your work.** Senior enlisted women (57%) and senior officers (64%) were more likely to indicate the situation *made it hard to do their job or complete their work*, whereas junior enlisted members (46%) were less likely.
- **Either caused arguments in the workplace or damaged unit cohesion.** Senior enlisted women (57%) were more likely to indicate the situation *either caused arguments in the workplace or damaged unit cohesion*, whereas junior enlisted members (45%) were less likely.
- **Made your workplace either less productive or compromised your unit's mission.** Senior enlisted women (51%) and senior officers (60%) were more likely to indicate the

situation *made their workplace either less productive or compromised their unit's mission*, whereas junior enlisted members (40%) were less likely.

- **Made you want to leave the military.** Senior officer women (43%) were more likely than women in the other paygrades to indicate the situation *made them want to leave the military*.
- **Negatively affected their evaluation/fitness reports or promotions.** Senior enlisted women (31%) and senior officers (39%) were more likely to indicate the situation *negatively affected their evaluation/fitness reports or promotions*, whereas junior enlisted members (24%) were less likely.
- **Damaged their other personal relationships.** There were no significant differences between paygrades for indicating the situation *damaged their other personal relationships*.
- **Took a sick call day or any other type of leave because of the situation.** Senior enlisted women (22%) were more likely to indicate they *took a sick call day or any other type of leave because of the situation*, whereas junior enlisted members (15%) were less likely.
- **Requested a transfer or other change of assignment as a result of the situation.** There were no significant differences between paygrades for indicating they *requested a transfer or other change of assignment as a result of the situation*.

### Specific Breakouts for Men, by Paygrade

- **Damaged your relationship with coworkers.** There were no significant differences between paygrades for indicating the situation *damaged their relationships with coworkers* (Table 43).
- **Either caused arguments in the workplace or damaged unit cohesion.** Senior enlisted men (56%) were more likely to indicate the situation *either caused arguments in the workplace or damaged unit cohesion*, whereas junior enlisted members (46%) were less likely.
- **Made your workplace either less productive or compromised your unit's mission.** Senior enlisted men (51%) and senior officers (54%) were more likely to indicate the situation *made their workplace either less productive or compromised their unit's mission*, whereas junior enlisted members (37%) were less likely.
- **Made it hard to do your job or complete your work.** Junior enlisted men (38%) were less likely than men in the other paygrades to indicate the situation *made it hard to do their job or complete their work*.
- **Made you want to leave the military.** There were no significant differences between paygrades for indicating the situation *made them want to leave the military*.

- ***Negatively affected their evaluation/fitness reports or promotions.*** Senior enlisted men (32%) and senior officers (40%) were more likely to indicate the situation *negatively affected their evaluation/fitness reports or promotions*, whereas junior enlisted members (22%) were less likely.
- ***Damaged their other personal relationships.*** There were no significant differences between paygrades for indicating the situation *damaged their other personal relationships*.
- ***Took a sick call day or any other type of leave because of the situation.*** There were no significant differences between paygrades for indicating they *took a sick call day or any other type of leave because of the situation*.
- ***Requested a transfer or other change of assignment as a result of the situation.*** There were no significant differences between paygrades for indicating they *requested a transfer or other change of assignment as a result of the situation*.

**Table 43.**  
*Negative Impacts of the One Situation, by Gender by Paygrade*

Percent Indicating Negative Impacts of the One Situation					
Within Paygrade Comparisons	Overall	E1-E4	E5-E9	O1-O3/ W1-W5	O4-O6
<b>Women</b>					
Damaged your relationships with coworkers	55	52	58	55	55
Made it hard to do your job or complete your work	53	46	57	56	64
Either caused arguments in the workplace or damaged unit cohesion	51	45	57	52	55
Made your workplace either less productive or compromise your unit's mission	47	40	51	50	60
Made you want to leave the military	38	36	38	40	43
Negatively affected your evaluation/fitness reports or promotions	29	24	31	30	39
Damaged your other personal relationships	24	24	24	22	21
Took a sick call day or any other type of leave because of the situation	19	15	22	19	20
Requested a transfer or other change of assignment as a result of the situation	16	15	17	18	16
<i>Margins of Error</i>	±2%	±4%-5%	±2%-3%	±3%-4%	±3%
<b>Men</b>					
Damaged your relationships with coworkers	51	50	51	52	49
Either caused arguments in the workplace or damaged unit cohesion	51	46	56	52	60
Made your workplace either less productive or compromise your unit's mission	45	37	51	53	54
Made it hard to do your job or complete your work	44	38	48	52	52
Made you want to leave the military	34	34	33	38	40
Negatively affected your evaluation/fitness reports or promotions	28	22	32	31	40
Damaged your other personal relationships	22	23	22	21	22
Took a sick call day or any other type of leave because of the situation	13	11	15	10	13
Requested a transfer or other change of assignment as a result of the situation	13	11	14	13	14
<i>Margins of Error</i>	±3%-4%	±5%-7%	±3%-4%	±5%-7%	±6%-8%

Note. WGRR 2015 Q62.

## Discussing/Reporting the One Situation

Members who indicated they experienced a sex-based MEO violation in the past 12 months were asked if they discussed and/or reported the upsetting situation. Responses included discussing the situation with friends, family, or coworkers; discussing the situation with a chaplain;

counselor, or medical person; discussing the situation with a work supervisor or anyone up their chain of command; and/or officially reporting the situation as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations. Members were considered to have taken action where an official report could have been made if they indicated they either discussed the situation with a work supervisor or anyone up their chain of command and/or officially reported the situation.

Because these characteristics are not mutually exclusive, Reserve component members could select more than one option. Results are reported separately for each gender and gender by Reserve component and by paygrade.

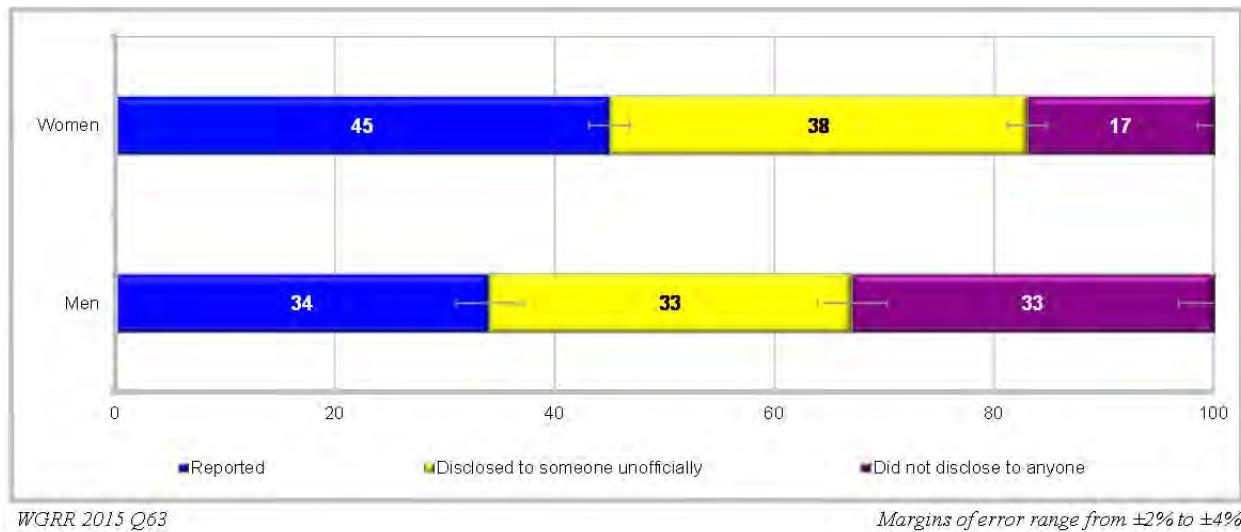
### **Discussing/Reporting the One Situation, by Gender**

Members were considered to have *reported* the situation if they indicated they either *discussed with a work supervisor or anyone up your chain of command* and/or *officially reported* the situation. Members were considered to have *disclosed to someone unofficially* if they indicated they *only discussed with your friends, family, or coworkers* and/or *discussed with a chaplain, counselor, or medical person*. Members were categorized as *did not disclose to anyone* if they did not indicate they discussed/reported the situation to anyone.

As shown in Figure 83, of the 24% of Reserve component women who indicated experiencing a sex-based MEO violation in the past year, a little less than half (45%) were considered to have *reported* the situation (took an action that could result in an official report). More than one-third (38%) of women *disclosed to someone unofficially*, whereas a little less than one-fifth (17%) of women *did not disclose to anyone*.

As shown in Figure 83, of the 5% of Reserve component men who indicated experiencing a sex-based MEO violation in the past year, more than one-third (34%) were considered to have *reported* the situation (took an action that could result in an official report). One-third of men *disclosed to someone unofficially* and/or *did not disclose to anyone* (both 33%).

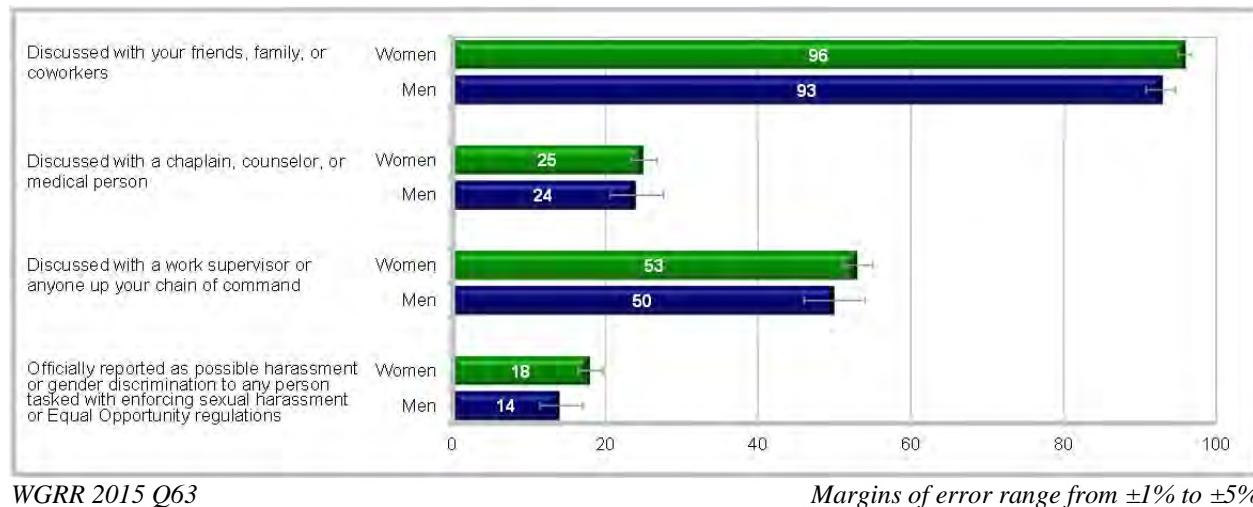
**Figure 83.**  
*Discussed/Reported the One Situation Roll up, by Gender*



As shown in Figure 84, of the Reserve component women who either reported and/or disclosed the situation to someone unofficially, the vast majority (96%) indicated they discussed the situation with their *friends, family, or coworkers*. One-quarter (25%) of women discussed the situation with a *chaplain, counselor, or medical person*. A little more than half (53%) of women *discussed with a work supervisor or anyone up your chain of command*. A little less than one-fifth (18%) of women indicated they *officially reported* the situation.

As shown in Figure 84, of the Reserve component men who either reported and/or disclosed the situation to someone unofficially, the vast majority (93%) of men indicated they discussed the situation with their *friends, family, or coworkers*. A little less than one-quarter (24%) of men discussed the situation with a *chaplain, counselor, or medical person*. Half (50%) of men *discussed with a work supervisor or anyone up your chain of command*. Fourteen percent of men indicated they *officially reported* the situation.

**Figure 84.**  
**Discussed/Reported the One Situation, by Gender**



### Specific Breakouts for Women, by Reserve Component

- **Reported.** Women in the ANG (49%) were more likely than women in the other Reserve components to indicate they *reported* (Table 44).
- **Disclosed to someone unofficially.** There were no significant differences between components for *disclosed to someone unofficially*.
- **Did not disclose to anyone.** Women in the ANG (13%) were less likely than women in the other Reserve components to indicate they *did not disclose to anyone*.
- **Discussed with your friends, family or coworkers.** Women in the USNR (98%) were more likely than women in the other Reserve components to indicate they *discussed with their friends, family, or coworkers*.
- **Discussed with a chaplain, counselor, or medical person.** Women in the USAR (30%) were more likely to indicate *discussed with a chaplain, counselor, or medical person*, whereas women in the USNR (20%) were less likely.
- **Discussed with a work supervisor or anyone up your chain of command.** There were no significant differences between components *discussed with a work supervisor or anyone up your chain of command*.
- **Officially reported as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations.** There were no significant differences between components for *officially reported*.

### Specific Breakouts for Men, by Reserve Component

- **Reported.** There were no significant differences between components for *reported* (Table 44).
- **Disclosed to someone unofficially.** Men in the ANG (42%) were more likely than men in the other Reserve components to indicate they *disclosed to someone unofficially*.
- **Did not disclose to anyone.** Men in the ANG (23%) were less likely than men in the other Reserve components to indicate they *did not disclose to anyone*.
- **Discussed with your friends, family or coworkers.** There were no significant differences between components for *discussed with their friends, family, or coworkers*.
- **Discussed with a chaplain, counselor, or medical person.** There were no significant differences between components for *discussed with a chaplain, counselor, or medical person*.
- **Discussed with a work supervisor or anyone up your chain of command.** There were no significant differences between components *discussed with a work supervisor or anyone up your chain of command*.
- **Officially reported as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations.** There were no significant differences between components for *officially reported*.

**Table 44.***Discussed/Reported the One Situation, by Gender by Component*

Within Reserve Component Comparisons	Percent Indicating Discussing/Reporting the One Situation						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Higher Response						
<b>Women</b>							
<b>Roll Up of Discussed/Reported the One Situation</b>							
Reported	45	44	47	42	NR	49	44
Disclosed to someone unofficially	38	39	35	43	33	38	39
Did not disclose to anyone	17	17	18	15	NR	13	17
<b>Discussed/Reported the One Situation</b>							
Discussed with your friends, family, or coworkers	96	96	94	98	98	96	96
Discussed with a chaplain, counselor, or medical person	25	24	30	20	NR	22	22
Discussed with a work supervisor or anyone up your chain of command	53	52	55	49	NR	55	52
Officially reported as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations	18	16	23	12	NR	15	17
<i>Margins of Error</i>	±1%-3%	±2%-4%	±3%-4%	±2%-7%	±7%	±2%-4%	±3%-5%
<b>Men</b>							
<b>Roll Up of Discussed/Reported the One Situation</b>							
Reported	34	34	33	41	29	35	37
Disclosed to someone unofficially	33	32	33	28	32	42	30
Did not disclose to anyone	33	34	34	32	38	23	33
<b>Discussed/Reported the One Situation</b>							
Discussed with your friends, family, or coworkers	93	92	95	92	96	92	96
Discussed with a chaplain, counselor, or medical person	24	27	23	23	20	19	15
Discussed with a work supervisor or anyone up your chain of command	50	50	48	58	47	45	54
Officially reported as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations	14	14	17	11	9	10	14
<i>Margins of Error</i>	±3%-5%	±5%-7%	±4%-8%	±8%-12%	±9%-16%	±5%-8%	±6%-11%

Note. WGRR 2015 Q63.

### Specific Breakouts for Women, by Paygrade

- **Reported.** Senior enlisted women (49%) were more likely to indicate they *reported*, whereas junior enlisted members (42%) were less likely (Table 45).
- **Disclosed to someone unofficially.** There were no significant differences between paygrades for *disclosed to someone unofficially*.
- **Did not disclose to anyone.** Junior enlisted women (20%) were more likely to indicate they *did not disclose to anyone*, whereas senior enlisted members (15%) and senior officers (14%) were less likely.
- **Discussed with your friends, family or coworkers.** There were no significant differences between paygrades for *discussed with their friends, family, or coworkers*.
- **Discussed with a chaplain, counselor, or medical person.** There were no significant differences between paygrades for *discussed with a chaplain, counselor, or medical person*.
- **Discussed with a work supervisor or anyone up your chain of command.** Senior enlisted women (56%) were more likely to indicate they *discussed with a work supervisor or anyone up their chain of command*, whereas junior officers (48%) were less likely.
- **Officially reported as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations.** Junior officer women (13%) and senior officers (14%) were less likely than women in the other paygrades to indicate they *officially reported* the situation.

### Specific Breakouts for Men, by Paygrade

- **Reported.** Senior officers (45%) and senior enlisted men (40%) were more likely to indicate they *reported*, whereas junior enlisted members (27%) were less likely (Table 45).
- **Disclosed to someone unofficially.** There were no significant differences between paygrades for *disclosed to someone unofficially*.
- **Did not disclose to anyone.** Junior enlisted men (39%) were more likely to indicate they *did not disclose to anyone*, whereas senior enlisted members (28%) and senior officers (23%) were less likely.
- **Discussed with your friends, family or coworkers.** There were no significant differences between paygrades for *discussed with their friends, family, or coworkers*.

- ***Discussed with a chaplain, counselor, or medical person.*** There were no significant differences between paygrades for *discussed with a chaplain, counselor, or medical person.*
- ***Discussed with a work supervisor or anyone up your chain of command.*** There were no significant differences between paygrades for *discussed with a work supervisor or anyone up their chain of command.*
- ***Officially reported as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations.*** There were no significant differences between paygrades for *officially reported.*

**Table 45.**  
*Discussed/Reported the One Situation, by Gender by Paygrade*

Percent Indicating Discussing/Reporting the One Situation					
Within Paygrade Comparisons		Overall	E1–E4	E5–E9	O1–O3/ W1–W5
 Higher Response  Lower Response					
Women					
<b>Roll Up of Discussed/Reported the One Situation</b>					
Reported	45	42	49	42	45
Disclosed to someone unofficially	38	38	36	42	42
Did not disclose to anyone	17	20	15	16	14
<b>Discussed/Reported the One Situation</b>					
Discussed with your friends, family, or coworkers	96	95	96	97	96
Discussed with a chaplain, counselor, or medical person	25	25	25	26	27
Discussed with a work supervisor or anyone up your chain of command	53	51	56	48	50
Officially reported as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations	18	21	17	13	14
<i>Margins of Error</i>	±1%-3%	±3%-5%	±1%-3%	±2%-4%	±2%-4%
<b>Men</b>					
<b>Roll Up of Discussed/Reported the One Situation</b>					
Reported	34	27	40	36	45
Disclosed to someone unofficially	33	34	31	37	32
Did not disclose to anyone	33	39	28	27	23
<b>Discussed/Reported the One Situation</b>					
Discussed with your friends, family, or coworkers	93	94	92	97	92
Discussed with a chaplain, counselor, or medical person	24	24	23	26	23
Discussed with a work supervisor or anyone up your chain of command	50	44	55	49	57
Officially reported as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations	14	15	13	11	11
<i>Margins of Error</i>	±3%-5%	±6%-9%	±3%-5%	±4%-9%	±6%-9%

Note. WGRR 2015 Q63.

## Actions Taken in Response to Discussing/Reporting the One Situation

Members who indicated they either discussed the situation with a work supervisor or anyone up their chain of command and/or officially reported the situation were considered to have taken

action where an official report could have been made. These members were asked follow up questions about the actions (both positive, negative, and neutral) taken in response to discussing or reporting the most upsetting situation.

*Positive actions* included: the rules on harassment were explained to everyone in the workplace; someone talked to the person(s) to ask them to change their behavior; their work station or duties were changed to help them avoid that person(s); the person(s) was/were moved or reassigned so that they did not have as much contact with them; there was some official career action taken against the person(s) for their upsetting behavior; and/or the person(s) stopped their upsetting behavior.

*Negative actions* included: the person they told took no action; they were encouraged to drop the issue; they were discouraged from filing a formal complaint; their coworkers treated them worse, avoided them, or blamed them for the problem; and/or their supervisor punished them for bringing it up.

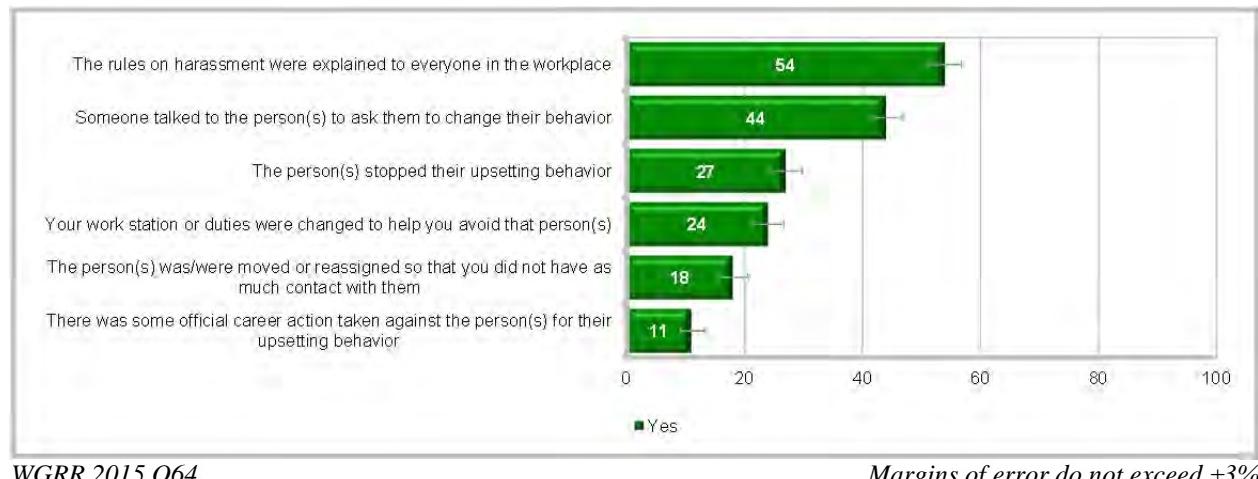
*Neutral actions* included: no action was taken because they asked for the discussion to be kept private; and/or they discussed the situation, but no action was taken because they chose to not give enough details about the situation.

Results are reported in descending order separately for positive and negative actions, each by gender and gender by Reserve component and by paygrade.

### **Actions Taken in Response to Discussing/Reporting, by Gender**

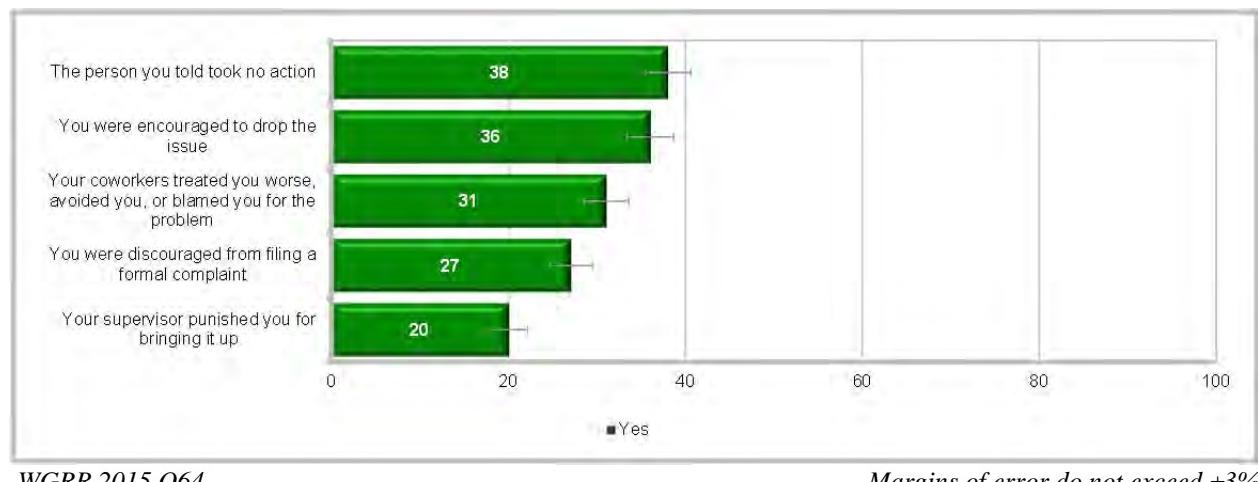
As shown in Figure 85, of the 45% of Reserve component women who made an official report and/or discussed the situation with a supervisor or someone in their chain of command, a little more than half (54%) indicated *the rules on harassment were explained to everyone in the workplace*. Less than half (44%) of women who discussed or reported the situation indicated *someone talked to the person(s) to ask them to change their behavior*. More than one-quarter (27%) of women who discussed or reported the situation indicated *the person(s) stopped their upsetting behavior*. A little less than one-quarter (24%) of women indicated *their work station or duties were changed to help them avoid that person(s)* as a response to discussing or reporting the situation. A little less than one-fifth (18%) of women who discussed or reported the situation indicated *the person(s) was/were moved or reassigned so that they did not have as much contact with them* and a little more than one-tenth (11%) indicated there was *some official career action taken against the person(s) for their upsetting behavior*.

**Figure 85.**  
**Positive Actions Taken in Response to Discussing/Reporting the One Situation for Women**



As shown in Figure 86, of the 45% of Reserve component women who made an official report and/or discussed the situation with a supervisor or someone in their chain of command, more than one-third indicated *the person they told took no action* (38%) and *they were encouraged to drop the issue* (36%), and a little less than one-third (31%) indicated *their coworkers treated them worse, avoided them, or blamed them for the problem*. More than one-quarter (27%) of women who discussed or reported the situation indicated *they were discouraged from filing a formal complaint* and one-fifth (20%) indicated *their supervisor punished them for bringing it up*.

**Figure 86.**  
**Negative Actions Taken in Response to Discussing/Reporting the One Situation for Women**



As shown in Figure 87, more than one-quarter (26%) of Reserve component women who discussed or reported the situation indicated *no action was taken because they asked for the*

*discussion to be kept private and 13% indicated they discussed the situation, but no action was taken because they chose not to give enough details about the situation.*

**Figure 87.**

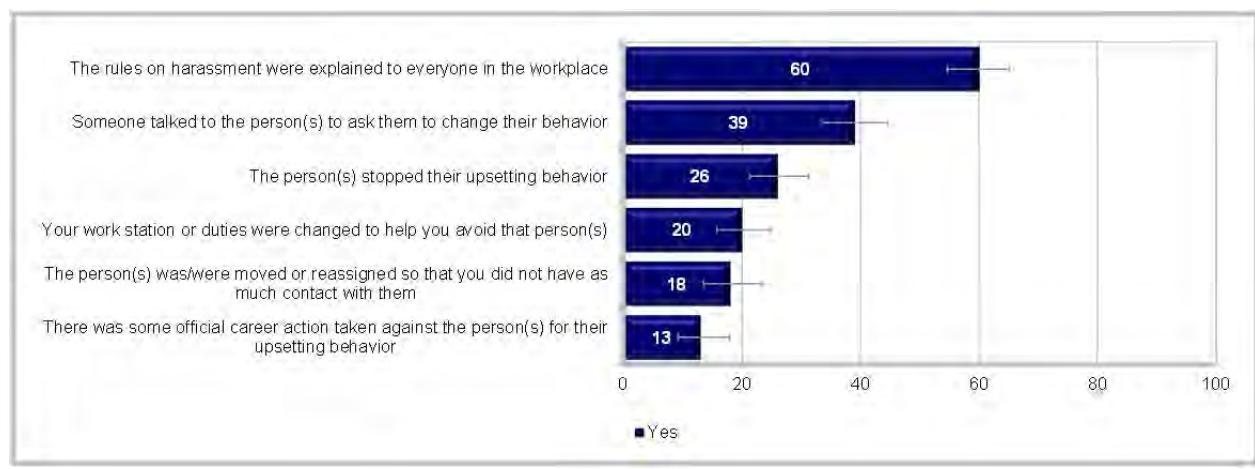
***Neutral Actions Taken in Response to Discussing/Reporting the One Situation for Women***



As shown in Figure 88, of the 34% of Reserve component men who made an official report and/or discussed the situation with a supervisor or someone in their chain of command, more than half (60%) indicated *the rules on harassment were explained to everyone in the workplace*. More than one-third (39%) of men who discussed or reported the situation indicated *someone talked to the person(s) to ask them to change their behavior*. More than one-quarter of men (26%) who discussed or reported the situation indicated *the person(s) stopped their upsetting behavior* and one-fifth (20%) indicated *their work station or duties were changed to help them avoid that person(s)*. A little less than one-fifth (18%) of men who discussed or reported the situation indicated *the person(s) was/were moved or reassigned so that they did not have as much contact with them* and 13% indicated there was *some official career action taken against the person(s) for their upsetting behavior*.

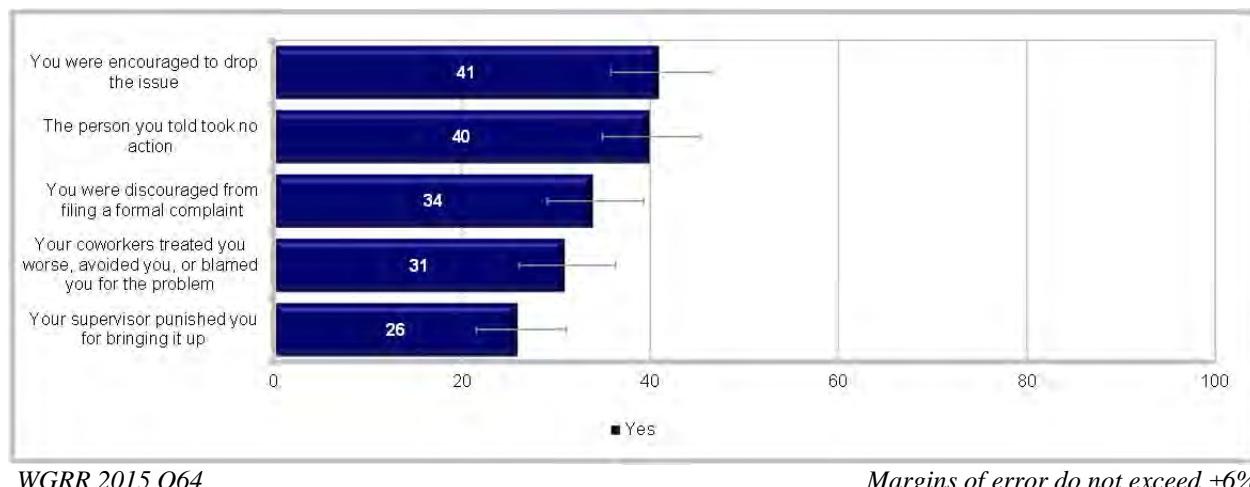
**Figure 88.**

***Positive Actions Taken in Response to Discussing/Reporting the One Situation for Men***



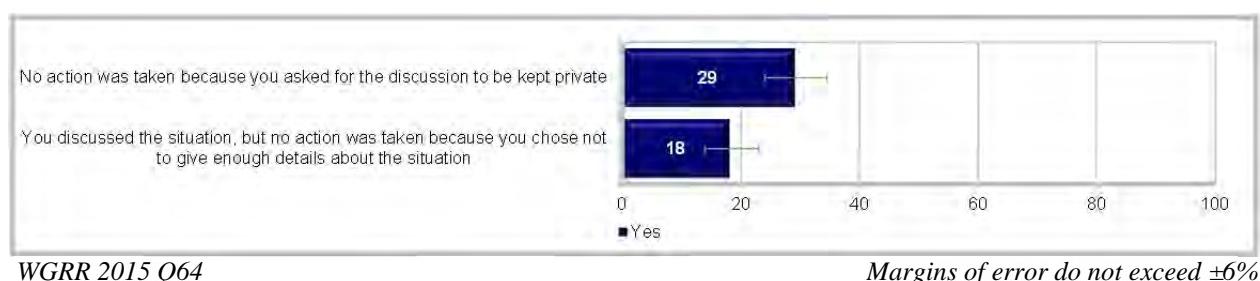
As shown in Figure 89, of the 34% of Reserve component men who made an official report and/or discussed the situation with a supervisor or someone in their chain of command, 41% indicated *they were encouraged to drop the issue* and 40% indicated *the person they told took no action*. More than one-third (34%) of men who discussed or reported the situation indicated *they were discouraged from filing a formal complaint*, a little less than one-third (31%) indicated *their coworkers treated them worse, avoided them, or blamed them for the problem*, and more than one-quarter (26%) of men indicated *their supervisor punished them for bringing it up*.

**Figure 89.**  
**Negative Actions Taken in Response to Discussing/Reporting the One Situation for Men**



As shown in Figure 90, more than one-quarter (29%) indicated *no action was taken because they asked for the discussion to be kept private* and a little less than one-fifth (18%) indicated they *discussed the situation, but no action was taken because they chose not to give enough details about the situation*.

**Figure 90.**  
**Neutral Actions Taken in Response to Discussing/Reporting the One Situation for Men**



### Specific Breakouts for Women, by Reserve Component

- ***The rules on harassment were explained to everyone in the workplace.*** There were no significant differences between components for *the rules on harassment were explained to everyone in the workplace* (Table 46).
- ***Someone talked to the person(s) to ask them to change their behavior.*** Women in the USAFR (33%) who discussed or reported the situation were less likely than women in the other Reserve components to indicate *someone talked to the person(s) to ask them to change their behavior*.
- ***The person(s) stopped their upsetting behavior.*** Women in the USAFR (20%) who discussed or reported the situation were less likely than women in the other Reserve components to indicate *the person(s) stopped their upsetting behavior*.
- ***Your work station or duties were changed to help you avoid that person(s).*** There were no significant differences between components for *their work station or duties were changed to help them avoid that person(s)*.
- ***The person(s) was/were moved or reassigned so that you did not have as much contact with them.*** There were no significant differences between components for *the person(s) was/were moved or reassigned so that they did not have as much contact with them*.
- ***There was some official career action taken against the person(s) for their upsetting behavior.*** Women in the USNR (6%) who discussed or reported the situation were less likely than women in the other Reserve components to indicate there was *some official career action taken against the person(s) for their upsetting behavior*.
- ***The person you told took no action.*** Women in the ANG (31%) who discussed or reported the situation were less likely than women in the other Reserve components to indicate *the person they told took no action*.
- ***You were encouraged to drop the issue.*** Women in the ANG (31%) who discussed or reported the situation were less likely than women in the other Reserve components to indicate *they were encouraged to drop the issue*.
- ***Your coworkers treated you worse, avoided you, or blamed you for the problem.*** There were no significant differences between components for *their coworkers treated them worse, avoided them, or blamed them for the problem*.
- ***You were discouraged from filing a formal complaint.*** Women in the USMCR (2%) and ANG (22%) who discussed or reported the situation were less likely than women in the other Reserve components to indicate *they were discouraged from filing a formal complaint*.

- ***Your supervisor punished you for bringing it up.*** Women in the USNR (32%) who discussed or reported the situation were more likely than women in the other Reserve components to indicate *their supervisor punished them for bringing it up.*
- ***No action was taken because you asked for the discussion to be kept private.*** There were no significant differences between components for *no action was taken because they asked for the discussion to be kept private.*
- ***You discussed the situation, but no action was taken because you chose not to give enough details about the situation.*** There were no significant differences between components for *they discussed the situation, but no action was taken because they chose not to give enough details about the situation.*

**Table 46.**  
*Actions Taken in Response to Discussing/Reporting the One Situation for Women, by Component*

Percent Indicating Actions Taken in Response to Discussing/Reporting the One Situation							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Positive Actions							
The rules on harassment were explained to everyone in the workplace	54	55	55	52	NR	50	51
Someone talked to the person(s) to ask them to change their behavior	44	44	44	40	NR	48	33
The person(s) stopped their upsetting behavior	27	27	26	25	NR	31	20
Your work station or duties were changed to help you avoid that person(s)	24	22	29	21	NR	23	22
The person(s) was/were moved or reassigned so that you did not have as much contact with them	18	19	19	13	NR	14	13
There was some official career action taken against the person(s) for their upsetting behavior	11	11	12	6	NR	11	11
Negative Actions							
The person you told took no action	38	37	39	45	NR	31	39
You were encouraged to drop the issue	36	34	41	45	NR	31	33
Your coworkers treated you worse, avoided you, or blamed you for the problem	31	29	35	36	NR	27	31
You were discouraged from filing a formal complaint	27	27	30	31	2	22	28
Your supervisor punished you for bringing it up	20	18	21	32	NR	17	17
Neutral Actions							
No action was taken because you asked for the discussion to be kept private	26	27	24	24	NR	28	23
You discussed the situation, but no action was taken because you chose not to give enough details about the situation	13	13	12	16	NR	13	12
Margins of Error	±2%-3%	±4%-5%	±4%-6%	±4%-8%	±8	±3% - 5%	±5%-6%

Note. WGRR 2015 Q64.

### Specific Breakouts for Men, by Reserve Component

- ***The rules on harassment were explained to everyone in the workplace.*** There were no significant differences between components for *the rules on harassment were explained to everyone in the workplace* (Table 47).

- ***Someone talked to the person(s) to ask them to change their behavior.*** There were no significant differences between components for *someone talked to the person(s) to ask them to change their behavior*.
- ***The person(s) stopped their upsetting behavior.*** There were no significant differences between components for *the person(s) stopped their upsetting behavior*.
- ***Your work station or duties were changed to help you avoid that person(s).*** There were no significant differences between components for *their work station or duties were changed to help them avoid that person(s)*.
- ***The person(s) was/were moved or reassigned so that you did not have as much contact with them.*** There were no significant differences between components for *the person(s) was/were moved or reassigned so that they did not have as much contact with them*.
- ***There was some official career action taken against the person(s) for their upsetting behavior.*** There were no significant differences between components for *some official career action taken against the person(s) for their upsetting behavior*.
- ***You were encouraged to drop the issue.*** Men in the ANG (30%) who discussed or reported the situation were less likely than men in the other Reserve components to indicate *they were encouraged to drop the issue*.
- ***The person you told took no action.*** There were no significant differences between components for *the person they told took no action*.
- ***You were discouraged from filing a formal complaint.*** Men in the ANG (20%) who discussed or reported the situation were less likely than men in the other Reserve components to indicate *they were discouraged from filing a formal complaint*.
- ***Your coworkers treated you worse, avoided you, or blamed you for the problem.*** There were no significant differences between components for *their coworkers treated them worse, avoided them, or blamed them for the problem*.
- ***Your supervisor punished you for bringing it up.*** There were no significant differences between components for *their supervisor punished you for bringing it up*.
- ***No action was taken because you asked for the discussion to be kept private.*** There were no significant differences between components for *no action was taken because they asked for the discussion to be kept private*.
- ***You discussed the situation, but no action was taken because you chose not to give enough details about the situation.*** There were no significant differences between components for *they discussed the situation, but no action was taken because they chose not to give enough details about the situation*.

**Table 47.**  
**Actions Taken in Response to Discussing/Reporting the One Situation for Men, by Component**

Percent Indicating Actions Taken in Response to Discussing/Reporting the One Situation							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
<b>Positive Actions</b>							
The rules on harassment were explained to everyone in the workplace	60	59	65	59	NR	50	66
Someone talked to the person(s) to ask them to change their behavior	39	40	38	NR	NR	39	40
The person(s) stopped their upsetting behavior	26	29	21	NR	NR	26	18
Your work station or duties were changed to help you avoid that person(s)	20	23	15	30	NR	15	20
The person(s) was/were moved or reassigned so that you did not have as much contact with them	18	22	17	NR	NR	13	7
There was some official career action taken against the person(s) for their upsetting behavior	13	15	14	NR	NR	9	6
<b>Negative Actions</b>							
You were encouraged to drop the issue	41	39	47	38	NR	30	50
The person you told took no action	40	36	42	41	NR	44	46
You were discouraged from filing a formal complaint	34	34	36	36	NR	20	46
Your coworkers treated you worse, avoided you, or blamed you for the problem	31	36	27	25	NR	22	35
Your supervisor punished you for bringing it up	26	29	22	25	NR	22	30
<b>Neutral Actions</b>							
No action was taken because you asked for the discussion to be kept private	29	29	35	31	NR	23	17
You discussed the situation, but no action was taken because you chose not to give enough details about the situation	18	19	16	21	NR	11	13
Margins of Error	±5%-6%	±9%-10%	±9%-11%	±15%	--	±6%-10%	±11%-16%

Note. WGRR 2015 Q64.

### Specific Breakouts for Women, by Paygrade

- ***The rules on harassment were explained to everyone in the workplace.*** Senior officer women (42%) were less likely than women in the other paygrades to indicate *the rules on harassment were explained to everyone in the workplace* (Table 48).

- ***Someone talked to the person(s) to ask them to change their behavior.*** Junior enlisted women (49%) were more likely to indicate *someone talked to the person(s) to ask them to change their behavior*, whereas senior officers (31%) were less likely.
- ***The person(s) stopped their upsetting behavior.*** There were no significant differences between paygrades for *the person(s) stopped their upsetting behavior*.
- ***Your work station or duties were changed to help you avoid that person(s).*** Junior officer women (30%) were more likely to indicate *their work station or duties were changed to help them avoid that person(s)*, whereas senior enlisted members (20%) were less likely.
- ***The person(s) was/were moved or reassigned so that you did not have as much contact with them.*** Junior enlisted women (23%) were more likely to indicate *the person(s) was/were moved or reassigned so that they did not have as much contact with them*, whereas senior enlisted members (14%) and senior officers (13%) were less likely.
- ***There was some official career action taken against the person(s) for their upsetting behavior.*** Junior enlisted women (16%) were more likely to indicate *there was some official career action taken against the person(s) for their upsetting behavior*, whereas senior enlisted members (8%) were less likely.
- ***The person you told took no action.*** Senior enlisted women (42%) and senior officers (44%) were more likely to indicate *the person they told took no action*, whereas junior enlisted members (30%) were less likely.
- ***You were encouraged to drop the issue.*** There were no significant differences between paygrades for *they were encouraged to drop the issue*.
- ***Your coworkers treated you worse, avoided you, or blamed you for the problem.*** There were no significant differences between paygrades for *their coworkers treated them worse, avoided them, or blamed them for the problem*.
- ***You were discouraged from filing a formal complaint.*** There were no significant differences between paygrades for *they were discouraged from filing a formal complaint*.
- ***Your supervisor punished you for bringing it up.*** Senior officer women (25%) were more likely than women in the other paygrades to indicate *their supervisor punished them for bringing it up*.
- ***No action was taken because you asked for the discussion to be kept private.*** There were no significant differences between paygrades for *no action was taken because they asked for the discussion to be kept private*.
- ***You discussed the situation, but no action was taken because you chose not to give enough details about the situation.*** There were no significant differences between

paygrades for *they discussed the situation, but no action was taken because they chose not to give enough details about the situation.*

**Table 48.**

***Actions Taken in Response to Discussing/Reporting the One Situation for Women, by Paygrade***

Percent Indicating Actions Taken in Response to Discussing/Reporting the One Situation					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Positive Actions</b>					
The rules on harassment were explained to everyone in the workplace	54	57	53	51	42
Someone talked to the person(s) to ask them to change their behavior	44	49	42	39	31
The person(s) stopped their upsetting behavior	27	31	25	24	22
Your work station or duties were changed to help you avoid that person(s)	24	30	20	19	24
The person(s) was/were moved or reassigned so that you did not have as much contact with them	18	23	14	15	13
There was some official career action taken against the person(s) for their upsetting behavior	11	16	8	10	9
<b>Negative Actions</b>					
The person you told took no action	38	30	42	42	44
You were encouraged to drop the issue	36	33	39	37	36
Your coworkers treated you worse, avoided you, or blamed you for the problem	31	33	30	31	27
You were discouraged from filing a formal complaint	27	23	30	33	26
Your supervisor punished you for bringing it up	20	16	21	21	25
<b>Neutral Actions</b>					
No action was taken because you asked for the discussion to be kept private	26	26	26	26	23
You discussed the situation, but no action was taken because you chose not to give enough details about the situation	13	10	14	14	11
Margins of Error	±2%-3%	±5%-7%	±2%-3%	±4%-8%	±3%-5%

Note. WGRR 2015 Q64.

**Specific Breakouts for Men, by Paygrade**

- ***The rules on harassment were explained to everyone in the workplace.*** Senior officer men (37%) were less likely than men in the other paygrades to indicate *the rules on harassment were explained to everyone in the workplace* (Table 49).

- **Someone talked to the person(s) to ask them to change their behavior.** Senior officer men (23%) were less likely than men in the other paygrades to indicate *someone talked to the person(s) to ask them to change their behavior*.
- **The person(s) stopped their upsetting behavior.** There were no significant differences between paygrades for *the person(s) stopped their upsetting behavior*.
- **Your work station or duties were changed to help you avoid that person(s).** There were no significant differences between paygrades for *their work station or duties were changed to help them avoid that person(s)*.
- **The person(s) was/were moved or reassigned so that you did not have as much contact with them.** There were no significant differences between paygrades for *the person(s) was/were moved or reassigned so that they did not have as much contact with them*.
- **There was some official career action taken against the person(s) for their upsetting behavior.** There were no significant differences between paygrades for *some official career action taken against the person(s) for their upsetting behavior*.
- **You were encouraged to drop the issue.** Senior officer men (58%) were more likely than men in the other paygrades to indicate *they were encouraged to drop the issue*.
- **The person you told took no action.** Junior enlisted men (29%) were less likely than men in the other paygrades to indicate *the person they told took no action*.
- **You were discouraged from filing a formal complaint.** Senior officer men (50%) were more likely than men in the other paygrades to indicate *they were discouraged from filing a formal complaint*.
- **Your coworkers treated you worse, avoided you, or blamed you for the problem.** There were no significant differences between paygrades for *their coworkers treated them worse, avoided them, or blamed them for the problem*.
- **Your supervisor punished you for bringing it up.** There were no significant differences between paygrades for *their supervisor punished them for bringing it up*.
- **No action was taken because you asked for the discussion to be kept private.** Junior officer men (17%) were less likely than men in the other paygrades to indicate *no action was taken because they asked for the discussion to be kept private*.
- **You discussed the situation, but no action was taken because you chose not to give enough details about the situation.** There were no significant differences between paygrades for *they discussed the situation, but no action was taken because they chose not to give enough details about the situation*.

**Table 49.***Actions Taken in Response to Discussing/Reporting the One Situation for Men, by Paygrade*

Percent Indicating Actions Taken in Response to Discussing/Reporting the One Situation					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Positive Actions</b>					
The rules on harassment were explained to everyone in the workplace	60	65	61	54	37
Someone talked to the person(s) to ask them to change their behavior	39	46	35	39	23
The person(s) stopped their upsetting behavior	26	32	21	27	19
Your work station or duties were changed to help you avoid that person(s)	20	24	18	18	14
The person(s) was/were moved or reassigned so that you did not have as much contact with them	18	26	13	15	11
There was some official career action taken against the person(s) for their upsetting behavior	13	19	10	11	9
<b>Negative Actions</b>					
You were encouraged to drop the issue	41	34	43	43	58
The person you told took no action	40	29	44	52	54
You were discouraged from filing a formal complaint	34	32	34	32	50
Your coworkers treated you worse, avoided you, or blamed you for the problem	31	31	31	29	33
Your supervisor punished you for bringing it up	26	25	25	24	36
<b>Neutral Actions</b>					
No action was taken because you asked for the discussion to be kept private	29	33	29	17	28
You discussed the situation, but no action was taken because you chose not to give enough details about the situation	18	22	16	13	15
Margins of Error	±5%–6%	±12%–13%	±5%–7%	±10%–12%	±9%–13%

Note. WGRR 2015 Q64.

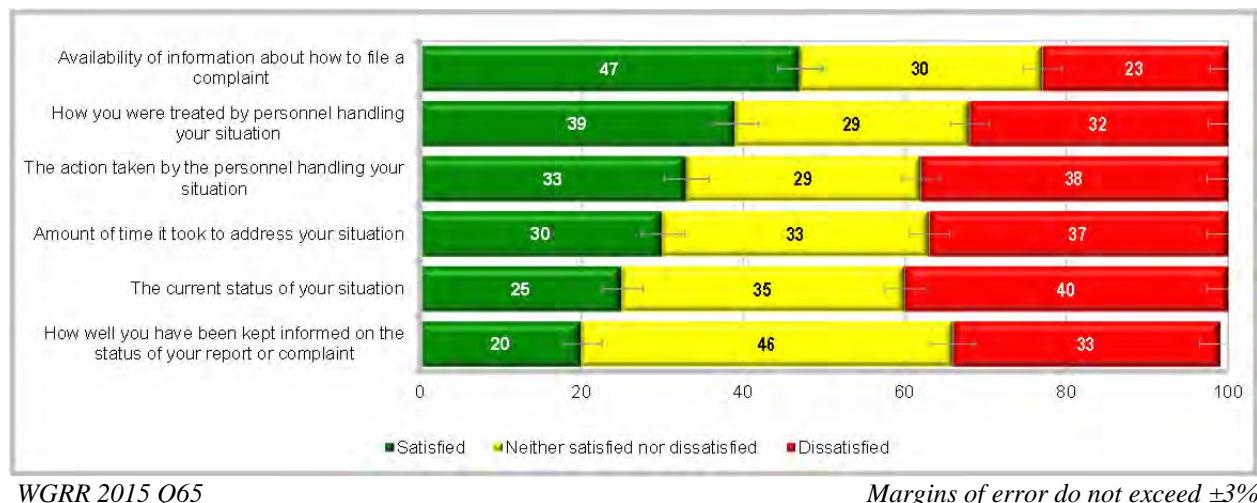
## Satisfaction with How the Discussion or Report Was Handled

Members who indicated they either discussed the situation with a work supervisor or anyone up their chain of command, and/or officially reported the situation, were asked follow up questions about how satisfied they were with how their report was handled. Members were asked about satisfaction with the availability of information about how to file a complaint, how they were treated by personnel handling their situation, the action taken by the personnel handling their situation, satisfaction with the current status of the situation, amount of time it took to address their situation, and how well they have been kept informed on the status of their report or complaint. Results are reported in descending order separately for each gender and gender by Reserve component and by paygrade.

## Satisfaction with How the Discussion/Report Was Handled, by Gender

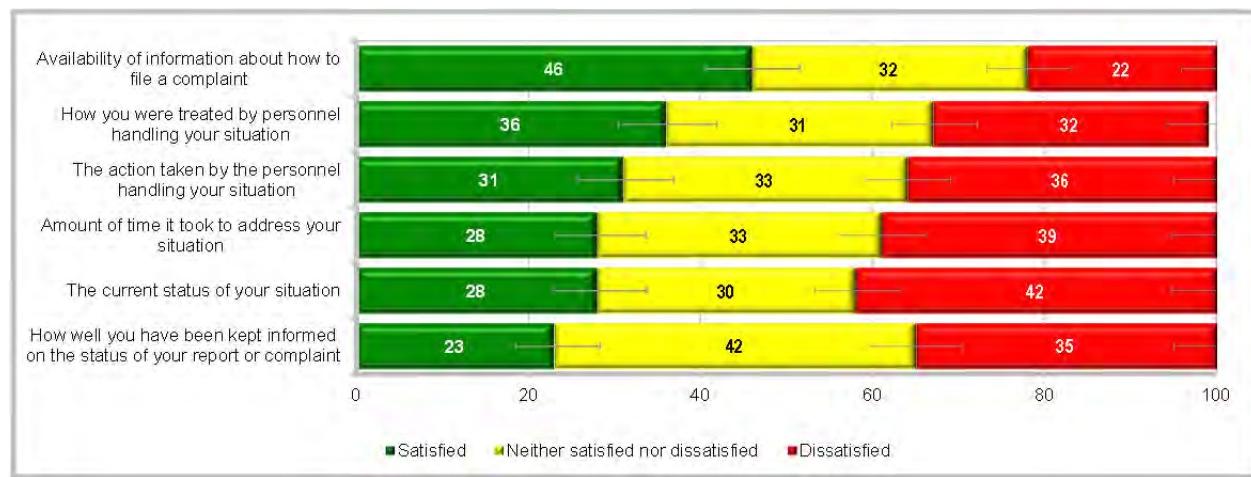
As shown in Figure 91, of the 45% of Reserve component women who made an official report and/or discussed the situation with a supervisor or someone in their chain of command, a little less than half (47%) indicated they were satisfied with the *availability of information about how to file a complaint* and more than one-third (39%) were satisfied with *how they were treated by personnel handling their issue*. One-third (33%) of women who discussed or reported the situation indicated they were satisfied with *the action taken by the personnel handling their situation* and a little less than one-third (30%) were satisfied with the *amount of time it took to address their situation*. One-quarter (25%) of women who discussed or reported the situation indicated they were satisfied with *the current status of the situation* and one-fifth (20%) were satisfied with *how well they have been kept informed on the status of their report or complaint*.

**Figure 91.**  
*Satisfaction with How the Discussion or Report Was Handled for Women*



As shown in Figure 92, of the 34% of Reserve component men who made an official report and/or discussed the situation with a supervisor or someone in their chain of command, a little less than half (46%) indicated they were satisfied with the *availability of information about how to file a complaint* and more than one-third (36%) were satisfied with *how they were treated by personnel handling their issue*. A little less than one-third (31%) of men who discussed or reported the situation indicated they were satisfied with *the action taken by the personnel handling their situation*. More than one-quarter of men who discussed or reported the situation indicated they were satisfied with the *amount of time it took to address their situation* and/or satisfied with *the current status of the situation* (both 28%). A little less than one-quarter (23%) of men who discussed or reported the situation were satisfied with *how well they have been kept informed on the status of their report or complaint*.

**Figure 92.**  
**Satisfaction with How the Discussion or Report Was Handled for Men**



WGRR 2015 Q65

Margins of error do not exceed  $\pm 6\%$ 

### Specific Breakouts for Women, by Reserve Component

- There were no significant differences between components for satisfaction with how the discussion or report was handled (Table 50).

### Specific Breakouts for Men, by Reserve Component

- There were no significant differences between components for satisfaction with how the discussion or report was handled (Table 50).

**Table 50.**

*Satisfaction with How the Discussion or Report Was Handled, by Gender by Component*

Within Reserve Component Comparisons	Percent Indicating They Were Satisfied with How the Discussion or Report Was Handled						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Higher Response						
<b>Women</b>							
Availability of information about how to file a complaint	47	50	45	44	NR	43	39
How you were treated by personnel handling your situation	39	42	41	27	NR	38	32
The action taken by the personnel handling your situation	33	36	34	21	NR	33	24
Amount of time it took to address your situation	30	33	30	23	NR	28	26
The current status of the situation	25	28	22	24	NR	24	21
How well you have been kept informed on the status of your report or complaint	20	23	20	16	NR	20	14
<i>Margins of Error</i>	±3%	±5%-6%	±5%-6%	±8%	--	±4%-5%	±4%-6%
<b>Men</b>							
Availability of information about how to file a complaint	46	48	42	59	NR	44	38
How you were treated by personnel handling your situation	36	40	30	NR	NR	32	26
The action taken by the personnel handling your situation	31	36	25	NR	NR	28	23
Amount of time it took to address your situation	28	30	24	NR	NR	28	24
The current status of the situation	28	33	22	NR	NR	27	17
How well you have been kept informed on the status of your report or complaint	23	23	23	NR	NR	20	21
<i>Margins of Error</i>	±6%	±9%-11%	±11%	±15%	--	±8%-9%	±16%-18%

Note. WGRR 2015 Q65.

### Specific Breakouts for Women, by Paygrade

- ***Availability of information about how to file a complaint.*** There were no significant differences between paygrades for *availability of information about how to file a complaint* (Table 51).
- ***How you were treated by personnel handling your situation.*** Junior enlisted women (49%) were more likely than women in the other paygrades to indicate they were satisfied with *how they were treated by personnel handling their situation*.

- ***The action taken by the personnel handling your situation.*** Junior enlisted women (42%) were more likely than women in the other paygrades to indicate they were satisfied with *the action taken by the personnel handling their situation*.
- ***Amount of time it took to address your situation.*** Junior enlisted women (39%) were more likely than women in the other paygrades to indicate they were satisfied with the *amount of time it took to address their situation*.
- ***The current status of the situation.*** There were no significant differences between paygrades for *the current status of the situation*.
- ***How well you have been kept informed on the status of your report or complaint.*** There were no significant differences between paygrades for *how well they have been kept informed on the status of their report or complaint*.

### Specific Breakouts for Men, by Paygrade

- ***Availability of information about how to file a complaint.*** There were no significant differences between paygrades for *availability of information about how to file a complaint* (Table 51).
- ***How you were treated by personnel handling your situation.*** There were no significant differences between paygrades for *how they were treated by personnel handling their situation*.
- ***The action taken by the personnel handling your situation.*** Junior enlisted men (44%) were more likely than men in the other paygrades to indicate they were satisfied with *the action taken by the personnel handling their situation*.
- ***Amount of time it took to address your situation.*** There were no significant differences between paygrades for *amount of time it took to address their situation*.
- ***The current status of the situation.*** There were no significant differences between paygrades for *the current status of the situation*.
- ***How well you have been kept informed on the status of your report or complaint.*** There were no significant differences between paygrades for *how well they have been kept informed on the status of their report or complaint*.

**Table 51.**

*Satisfaction with How the Discussion or Report Was Handled, by Gender by Paygrade*

Percent Indicating They Were Satisfied with How the Discussion or Report Was Handled					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
Availability of information about how to file a complaint	47	51	43	51	41
How you were treated by personnel handling your situation	39	49	33	37	36
The action taken by the personnel handling your situation	33	42	28	29	26
Amount of time it took to address your situation	30	39	25	28	21
The current status of the situation	25	27	24	25	18
How well you have been kept informed on the status of your report or complaint	20	25	17	20	16
<i>Margins of Error</i>	±3%	±7%	±3%	±6%-7%	±4%-5%
<b>Men</b>					
Availability of information about how to file a complaint	46	51	43	45	39
How you were treated by personnel handling your situation	36	46	32	28	19
The action taken by the personnel handling your situation	31	44	25	24	16
Amount of time it took to address your situation	28	35	24	23	16
The current status of the situation	28	25	24	27	21
How well you have been kept informed on the status of your report or complaint	23	29	21	19	13
<i>Margins of Error</i>	±5%-6%	±12%-13%	±6%-7%	±11%-12%	±10%-13%

Note. WGRR 2015 Q65.

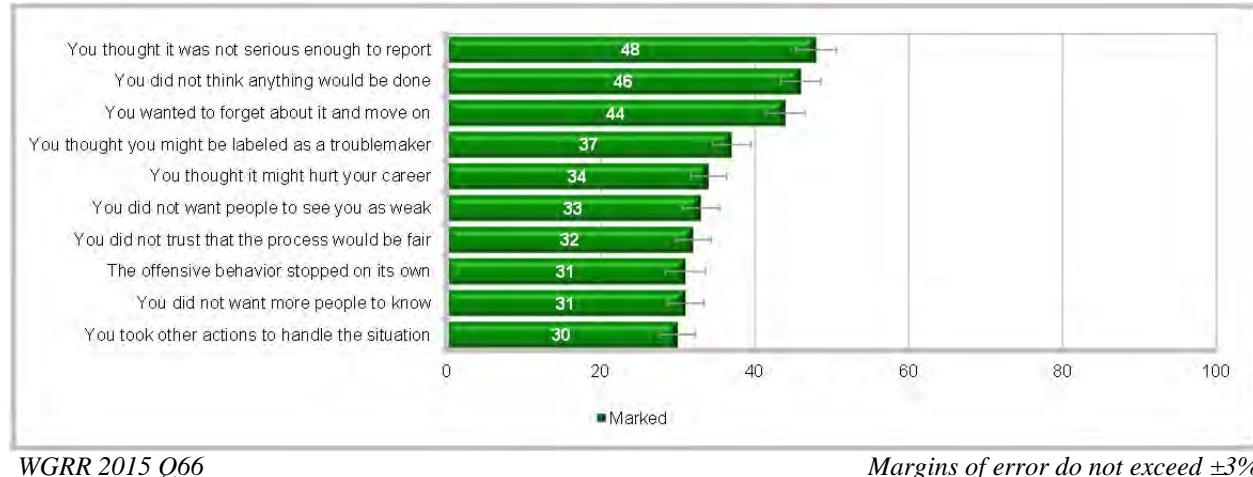
## Reasons for Not Reporting the One Situation

As discussed earlier, more than half of women (55%) and two-thirds of men (66%) who indicated experiencing a sex-based MEO violation in the past 12 months chose not to make an official report and/or discuss the situation with a supervisor or someone in their chain of command. There are several reasons why Reserve component members might choose not to report a sex-based MEO violation. Reserve component members who chose not to report their experiences were presented with a range of 19 possible reasons. Because these characteristics are not mutually exclusive, Reserve component members could select more than one option. Results are reported separately for each gender. This section provides the top three reasons Reserve component women and men chose not to report. Additional information for gender by Reserve component and by paygrade is provided in Appendix B.

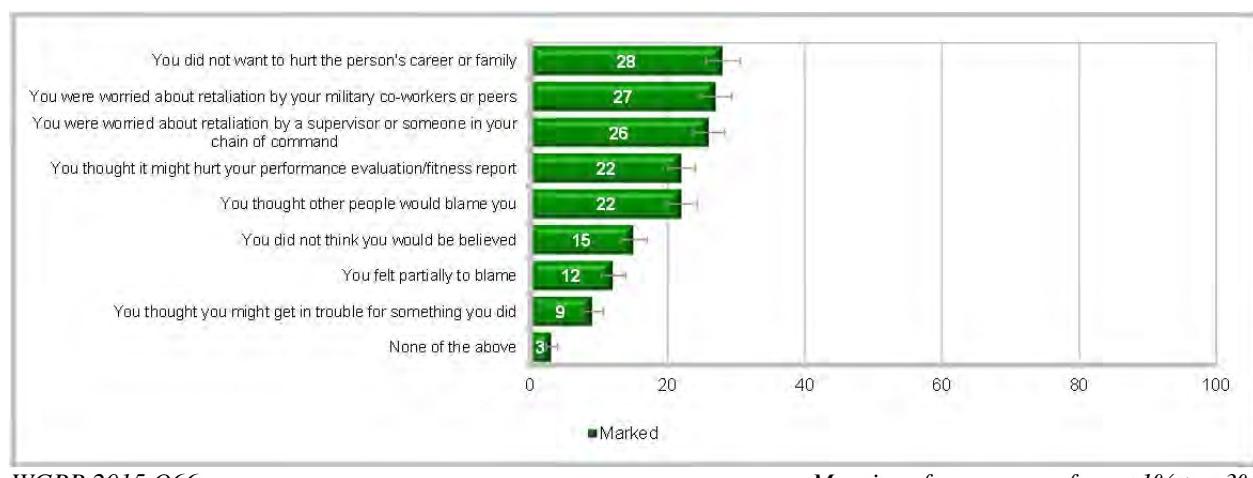
### Reasons for Not Reporting the Situation, by Gender

As shown in Figure 93, of the 55% of Reserve component women who did not make an official report and/or discuss the situation with a supervisor or someone in their chain of command, the top three reasons they chose not to report the situation were because *they thought it was not serious enough to report* (48%), *they did not think anything would be done* (46%), and *they wanted to forget about it and move on* (44%). Other reasons for not reporting were cited less frequently and are shown in Figure 93 and Figure 94.

**Figure 93.**  
**Reasons for Not Reporting the One Situation for Women, Options 1-10**

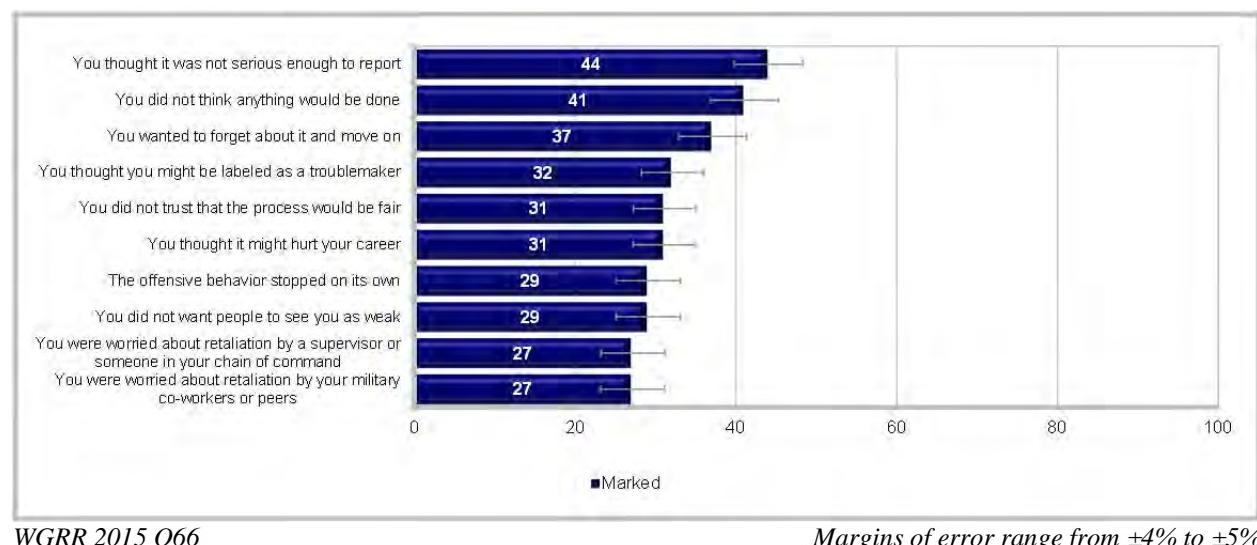


**Figure 94.**  
**Reasons for Not Reporting the One Situation for Women, Options 11-19**

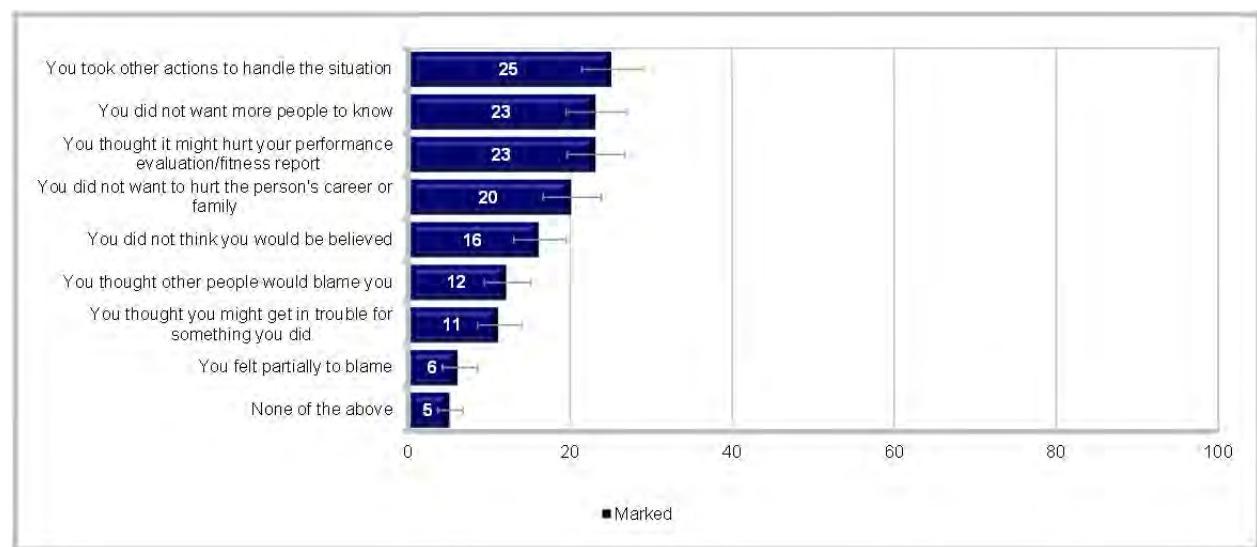


As shown in Figure 95, of the 66% of Reserve component men who did not make an official report and/or discussed the situation with a supervisor or someone in their chain of command, the top three reasons why they chose to not report the situation were *they thought it was not serious enough to report* (44%), *they did not think anything would be done* (41%), and *they wanted to forget about it and move on* (37%). Other reasons for not reporting were cited less frequently and are shown in Figure 95 and Figure 96.

**Figure 95.**  
**Reasons for Not Reporting the One Situation for Men, Options 1-10**



**Figure 96.**  
**Reasons for Not Reporting the One Situation for Men, Options 11-19**



## Chapter 7: Training on Topics Related to Sexual Assault

Dr. Lindsay Rock and Ms. Margaret Coffey

### Training on Topics Related to Sexual Assault

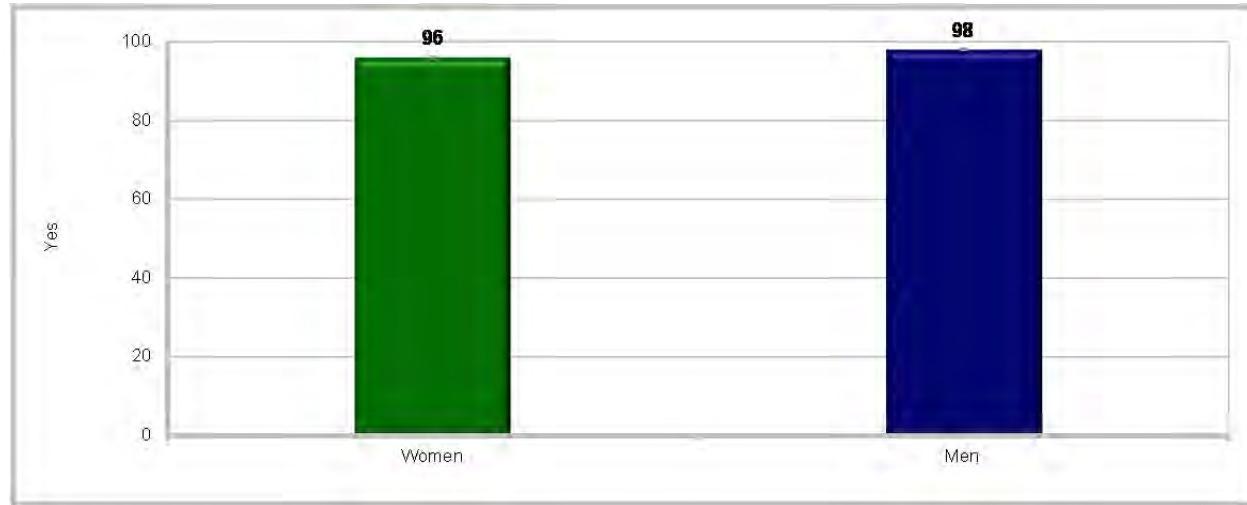
This section provides information on sexual assault training—the percentage of Reserve component members who have been trained in the past 12 months, information on various aspects of training, effectiveness of training, and awareness of resources for prevention of and response to sexual assault. Although there are a number of significant differences reported for training topics it should be noted that the pattern of results is very positive on virtually all the training metrics even when specific groups differed.

#### Training on Topics Related to Sexual Assault by Gender

The vast majority of Reserve component members (96% of women and 98% of men) indicated they had military training during the past 12 months on topics related to sexual assault (Figure 97).

**Figure 97.**

*Percent of Reserve Component Members Who Indicated They Had Training on Topics Related to Sexual Assault, by Gender*



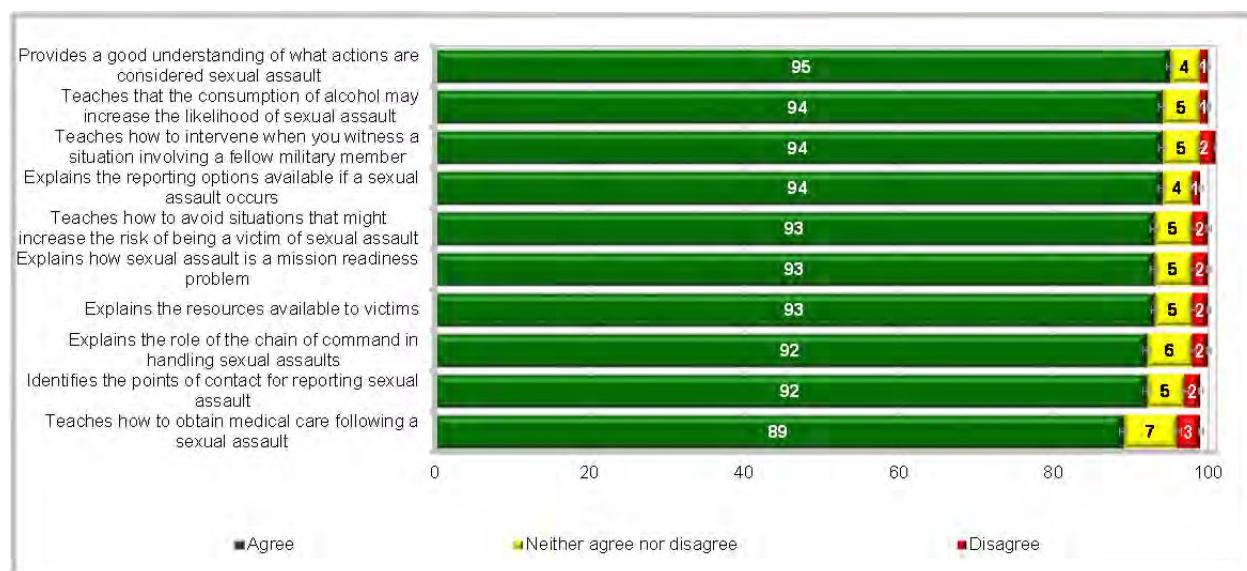
WGRR 2015 Q229

Margins of error do not exceed ±1%

The majority (between 89%-95%) of Reserve component women who had training in the past 12 months on topics related to sexual assault agreed their training conveyed relevant information across a number of dimensions (Figure 98).

**Figure 98.**

**Percent of Reserve Component Women Who Indicated Sexual Assault Training Conveyed Relevant Information**



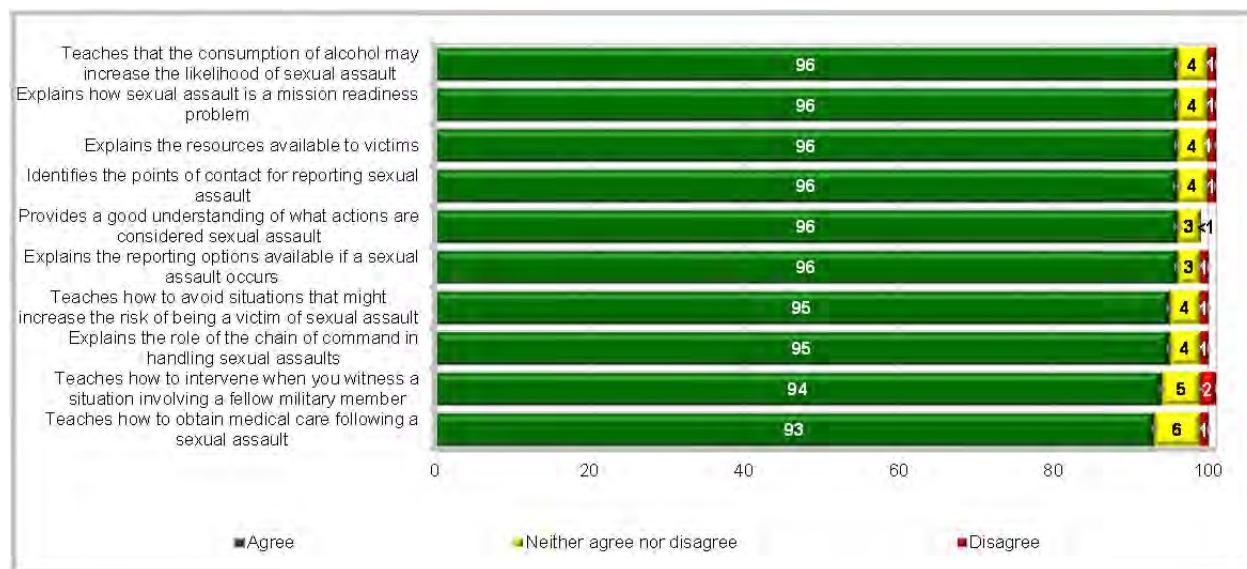
WGRR 2015 Q230

Margins of error range do not exceed ±1%

The vast majority (between 93%-96%) of Reserve component men who had training in the past 12 months on topics related to sexual assault agreed their training conveyed relevant information across a number of dimensions (Figure 99).

**Figure 99.**

**Percent of Reserve Component Men Who Indicated Sexual Assault Training Conveyed Relevant Information**



WGRR 2015 Q230

Margins of error range do not exceed ±1%

## Specific Breakouts for Women by Component

- **Received training on sexual assault.** Women in the ANG (99%), USNR (99%) and USAFR (98%) were more likely than women in the other Reserve components to indicate they had *received training on sexual assault*, whereas women in the USAR (95%) were less likely (Table 52).
- **Provides a good understanding of what actions are considered sexual assault.** Women in the USNR, ANG, and USAFR (all 97%) were more likely than women in the other Reserve components to indicate their training *provides a good understanding of what actions are considered sexual assault*, whereas women in the USAR (94%) were less likely.
- **Teaches that the consumption of alcohol may increase the likelihood of sexual assault.** Women in the USNR (96%) were more likely than women in the other Reserve components to indicate their training *teaches that the consumption of alcohol may increase the likelihood of sexual assault*, whereas women in the USAR (93%) were less likely.
- **Teaches how to avoid situations that might increase the risk of being a victim of sexual assault.** Women in the USNR (95%) were more likely than women in the other Reserve components to indicate their training *teaches how to avoid situations that might increase the risk of being a victim of sexual assault*, whereas women in the USAR (92%) were less likely.
- **Teaches how to intervene when you witness a situation involving a fellow military member.** Women in the USNR (97%), ANG (96%), and USAFR (95%) were more likely than women in the other Reserve components to indicate their training *teaches how to intervene when they witness a situation involving a fellow military member*, whereas women in the USAR (92%) were less likely.
- **Teaches how to obtain medical care following a sexual assault.** Women in the USNR (94%) and USAFR (92%) were more likely than women in the other Reserve components to indicate their training *teaches how to obtain medical care following a sexual assault*, whereas women in the USAR (87%) were less likely.
- **Explains the role of the chain of command in handling sexual assaults.** Women in the USNR, ANG, and USAFR (all 94%) were more likely than women in the other Reserve components to indicate their training *explains the role of the chain of command in handling sexual assaults*, whereas women in the USAR (90%) were less likely.
- **Explains the reporting options available if a sexual assault occurs.** Women in the USNR (96%), ANG (96%), and USAFR (97%) were more likely than women in the other Reserve components to indicate their training *explains the reporting options available if a sexual assault occurs*, whereas women in the USAR (92%) were less likely.

- ***Identifies the points of contact for reporting sexual assault.*** Women in the USNR (95%), ANG (97%), and USAFR (97%) were more likely than women in the other Reserve components to indicate their training *identifies the points of contact for reporting sexual assault*, whereas women in the ARNG (92%) and USAR (91%) were less likely.
- ***Explains how sexual assault is a mission readiness problem.*** Women in the USNR (95%), ANG (95%), and USAFR (94%) were more likely than women in the other Reserve components to indicate their training *explains how sexual assault is a mission readiness problem*, whereas women in the USAR (91%) were less likely.
- ***Explains the resources available to victims.*** Women in the USNR, ANG, and USAFR (all 96%) were more likely than women in the other Reserve components to indicate their training *explains the resources available to victims*, whereas women in the USAR (90%) were less likely.

### Specific Breakouts for Men by Component

- ***Received training on sexual assault.*** Men in the USNR, ANG, and USAFR (all 99%) were more likely than men in the other Reserve components to indicate they had *received training on sexual assault*, whereas men in the ARNG and USAR (both 97%) were less likely (Table 53).
- ***Provides a good understanding of what actions are considered sexual assault.*** Men in the USNR and USAFR (both 97%) were more likely than men in the other Reserve components to indicate their training *provides a good understanding of what actions are considered sexual assault*.
- ***Teaches that the consumption of alcohol may increase the likelihood of sexual assault.*** Men in the USNR (97%) were more likely than men in the other Reserve components to indicate their training *teaches that the consumption of alcohol may increase the likelihood of sexual assault*.
- ***Teaches how to avoid situations that might increase the risk of being a victim of sexual assault.*** Men in the USNR (96%) were more likely than men in the other Reserve components to indicate their training *teaches how to avoid situations that might increase the risk of being a victim of sexual assault*.
- ***Teaches how to intervene when you witness a situation involving a fellow military member.*** Men in the USNR (97%) and ANG (96%) were more likely than men in the other Reserve components to indicate their training *teaches how to intervene when they witness a situation involving a fellow military member*.
- ***Teaches how to obtain medical care following a sexual assault.*** Men in the USNR, ANG, and USAFR (all 94%) were more likely than men in the other Reserve components to indicate their training *teaches how to obtain medical care following a sexual assault*.

- ***Explains the role of the chain of command in handling sexual assaults.*** Men in the ANG (96%) were more likely than men in the other Reserve components to indicate their training *explains the role of the chain of command in handling sexual assaults*.
- ***Explains the reporting options available if a sexual assault occurs.*** Men in the USNR, ANG, and USAFR (all 97%) were more likely than men in the other Reserve components to indicate their training *explains the reporting options available if a sexual assault occurs*.
- ***Identifies the points of contact for reporting sexual assault.*** Men in the USNR (97%), ANG (98%), and USAFR (97%) were more likely than men in the other Reserve components to indicate their training *identifies the points of contact for reporting sexual assault*, whereas men in the ARNG and USAR (both 95%) were less likely.
- ***Explains how sexual assault is a mission readiness problem.*** Men in the USNR and ANG (both 97%) were more likely than men in the other Reserve components to indicate their training *explains how sexual assault is a mission readiness problem*, whereas men in the USAR (95%) were less likely.
- ***Explains the resources available to victims.*** Men in the USNR, ANG, and USAFR (all 97%) were more likely than men in the other Reserve components to indicate their training *explains the resources available to victims*, whereas men in the ARNG (95%) were less likely.

**Table 52.**  
*Percent of Reserve Component Members Who Received Training on Topics Related to Sexual Assault for Women, by Reserve Component*

Percent Indicating Agree							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
Received training on sexual assault	96	96	95	99	95	99	98
Aspects of Sexual Assault Training							
Provides a good understanding of what actions are considered sexual assault	95	95	94	97	96	97	97
Teaches that the consumption of alcohol may increase the likelihood of sexual assault	94	94	93	96	96	94	94
Teaches how to avoid situations that might increase the risk of being a victim of sexual assault	93	93	92	95	95	93	93
Teaches how to intervene when you witness a situation involving a fellow military member	94	93	92	97	93	96	95
Teaches how to obtain medical care following a sexual assault	89	88	87	94	90	90	92
Explains the role of the chain of command in handling sexual assaults	92	91	90	94	94	94	94
Explains the reporting options available if a sexual assault occurs	94	94	92	96	97	96	97
Identifies the points of contact for reporting sexual assault	93	92	91	95	96	97	97
Explains how sexual assault is a mission readiness problem	93	92	91	95	95	95	94
Explains the resources available to victims	93	92	90	96	94	96	96
Margins of Error	±1%	±1%-2%	±1%-2%	±1%-2%	±5%-7%	±1%	±1%

Note. WGRR 2015 Q230.

**Table 53.**

**Percent of Reserve Component Members Who Received Training on Topics Related to Sexual Assault for Men, by Reserve Component**

Within Reserve Component Comparisons	Percent Indicating Agree						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Higher Response						
<b>Men</b>							
Received training on sexual assault	98	97	97	99	97	99	99
<b>Aspects of Sexual Assault Training</b>							
Provides a good understanding of what actions are considered sexual assault	96	96	96	97	95	97	97
Teaches that the consumption of alcohol may increase the likelihood of sexual assault	96	96	95	97	95	96	96
Teaches how to avoid situations that might increase the risk of being a victim of sexual assault	95	95	94	96	95	95	94
Teaches how to intervene when you witness a situation involving a fellow military member	95	95	95	97	94	96	96
Teaches how to obtain medical care following a sexual assault	93	93	92	94	92	94	94
Explains the role of the chain of command in handling sexual assaults	95	95	95	96	95	96	96
Explains the reporting options available if a sexual assault occurs	96	96	96	97	95	97	97
Identifies the points of contact for reporting sexual assault	96	95	95	97	95	98	97
Explains how sexual assault is a mission readiness problem	96	96	95	97	95	97	96
Explains the resources available to victims	96	95	95	97	95	97	97
Margins of Error	±1%	±1%	±1%	±1%	±2%	±1%	±1%

Note. WGRR 2015 Q230.

### Specific Breakouts for Women by Paygrade

- **Received training on sexual assault.** Senior officer women (98%) were more likely than women in the other paygrades to indicate they had *received training on sexual assault*, whereas junior enlisted members (96%) were less likely (Table 54).
- **Provides a good understanding of what actions are considered sexual assault.** Senior officer women (96%) were more likely than women in the other paygrades to indicate their training *provides a good understanding of what actions are considered sexual assault*.

- **Teaches that the consumption of alcohol may increase the likelihood of sexual assault.** There were no significant differences between paygrades for members who indicated training *teaches that the consumption of alcohol may increase the likelihood of sexual assault*.
- **Teaches how to avoid situations that might increase the risk of being a victim of sexual assault.** Junior enlisted women (94%) were more likely than women in the other paygrades to indicate their training *teaches how to avoid situations that might increase the risk of being a victim of sexual assault*.
- **Teaches how to intervene when you witness a situation involving a fellow military member.** Senior officer women (95%) were more likely than women in the other paygrades to indicate their training *teaches how to intervene when they witness a situation involving a fellow military member*.
- **Teaches how to obtain medical care following a sexual assault.** Senior enlisted women (90%) were more likely than women in the other paygrades to indicate their training *teaches how to obtain medical care following a sexual assault*.
- **Explains the role of the chain of command in handling sexual assaults.** Senior officer women (93%) were more likely than women in the other paygrades to indicate their training *explains the role of the chain of command in handling sexual assaults*.
- **Explains the reporting options available if a sexual assault occurs.** Senior officer women (96%) were more likely than women in the other paygrades to indicate their training *explains the reporting options available if a sexual assault occurs*.
- **Identifies the points of contact for reporting sexual assault.** Senior officer women (96%) were more likely than women in the other paygrades to indicate their training *identifies the points of contact for reporting sexual assault*, whereas junior enlisted members (92%) were less likely.
- **Explains how sexual assault is a mission readiness problem.** There were no significant differences between paygrades for members who indicated training *explains how sexual assault is a mission readiness problem*.
- **Explains the resources available to victims.** Senior officer women (94%) were more likely than women in the other paygrades to indicate their training *explains the resources available to victims*.

### Specific Breakouts for Men by Paygrade

- **Received training on sexual assault.** Senior enlisted men and senior officers (both 98%) were more likely than men in the other paygrades to indicate they had *received training on sexual assault*, whereas junior enlisted members (97%) were less likely (Table 55).

- ***Provides a good understanding of what actions are considered sexual assault.*** Senior officer men (97%) were more likely than men in the other paygrades to indicate their training *provides a good understanding of what actions are considered sexual assault*, whereas junior enlisted members (96%) were less likely.
- ***Teaches that the consumption of alcohol may increase the likelihood of sexual assault.*** Junior officer men (97%) were more likely than men in the other paygrades to indicate their training *teaches that the consumption of alcohol may increase the likelihood of sexual assault*.
- ***Teaches how to avoid situations that might increase the risk of being a victim of sexual assault.*** There were no significant differences between paygrades for members who indicated training *teaches how to avoid situations that might increase the risk of being a victim of sexual assault*.
- ***Teaches how to intervene when you witness a situation involving a fellow military member.*** Senior officer men (96%) were more likely than men in the other paygrades to indicate their training *teaches how to intervene when they witness a situation involving a fellow military member*.
- ***Teaches how to obtain medical care following a sexual assault.*** Junior enlisted men (93%) were more likely than men in the other paygrades to indicate their training *teaches how to obtain medical care following a sexual assault*.
- ***Explains the role of the chain of command in handling sexual assaults.*** There were no significant differences between paygrades for members who indicated training *explains the role of the chain of command in handling sexual assaults*.
- ***Explains the reporting options available if a sexual assault occurs.*** Senior officer men (97%) were more likely than men in the other paygrades to indicate their training *explains the reporting options available if a sexual assault occurs*, whereas junior enlisted members (96%) were less likely.
- ***Identifies the points of contact for reporting sexual assault.*** Senior officer men (97%) were more likely than men in the other paygrades to indicate their training *identifies the points of contact for reporting sexual assault*.
- ***Explains how sexual assault is a mission readiness problem.*** There were no significant differences between paygrades for members who indicated training *explains how sexual assault is a mission readiness problem*.
- ***Explains the resources available to victims.*** Senior officer men (96%) were more likely than men in the other paygrades to indicate their training *explains the resources available to victims*.

**Table 54.**

*Percent of Reserve Component Members Who Received Training on Topics Related to Sexual Assault for Women, by Paygrade*

Percent Indicating Agree					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Women</b>					
Received training on sexual assault	96	96	97	97	98
<b>Aspects of Sexual Assault Training</b>					
Provides a good understanding of what actions are considered sexual assault	95	95	95	95	96
Teaches that the consumption of alcohol may increase the likelihood of sexual assault	94	94	94	94	94
Teaches how to avoid situations that might increase the risk of being a victim of sexual assault	93	94	92	92	92
Teaches how to intervene when you witness a situation involving a fellow military member	94	93	94	94	95
Teaches how to obtain medical care following a sexual assault	89	89	90	89	89
Explains the role of the chain of command in handling sexual assaults	92	92	92	91	93
Explains the reporting options available if a sexual assault occurs	94	94	94	94	96
Identifies the points of contact for reporting sexual assault	93	92	94	94	96
Explains how sexual assault is a mission readiness problem	93	92	93	93	93
Explains the resources available to victims	93	93	93	93	94
<i>Margins of Error</i>	±1%	±1%–2%	±1%	±1%–2%	±1%

Note. WGRR 2015 Q230.

**Table 55.**

***Percent of Reserve Component Members Who Received Training on Topics Related to Sexual Assault for Men, by Paygrade***

Percent Indicating Agree					
Within Paygrade Comparisons	Overall	E1–E4	E5–E9	O1–O3/ W1–W5	O4–O6
<b>Men</b>					
Received training on sexual assault	98	97	98	98	98
<b>Aspects of Sexual Assault Training</b>					
Provides a good understanding of what actions are considered sexual assault	96	96	97	96	97
Teaches that the consumption of alcohol may increase the likelihood of sexual assault	96	95	96	97	96
Teaches how to avoid situations that might increase the risk of being a victim of sexual assault	95	95	95	95	95
Teaches how to intervene when you witness a situation involving a fellow military member	95	95	96	96	96
Teaches how to obtain medical care following a sexual assault	93	92	93	93	93
Explains the role of the chain of command in handling sexual assaults	95	95	95	95	96
Explains the reporting options available if a sexual assault occurs	96	96	96	96	97
Identifies the points of contact for reporting sexual assault	96	95	96	96	97
Explains how sexual assault is a mission readiness problem	96	95	96	96	96
Explains the resources available to victims	96	95	96	96	96
<i>Margins of Error</i>		±1%	±1%	±1%	±1%

Note. WGRR 2015 Q230.



## Chapter 8: Analysis on the Continuum of Harm

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In the realm of sexual assault, the continuum of harm describes “inappropriate actions, such as sexist jokes, hazing, cyber bullying, that are used before or after the assault and or supports an environment which tolerates these actions” (Department of Defense, 2014a). Results from the *2015 Workplace and Gender Relations Survey of Reserve Component Members* (*2015 WGRR*) showed that Reserve component members who indicated experiencing unwanted gender-related behaviors were more likely to experience sexual assault. More specifically, those who indicated experiencing a sex-based military equal opportunity (MEO) violation such as sexual harassment (i.e., a sexually hostile work environment and/or sexual quid pro quo) and/or gender discrimination, were more likely to experience sexual assault than those who did not. Various work climate-related factors were also assessed in relation to sexual assault because such factors might contribute to a culture that is tolerant of, or increases risk for, sexual assault. Results demonstrated that high levels of workplace hostility, an unhealthy unit leadership climate with respect to sexual assault, low coworker satisfaction, low work satisfaction, and low presence of female coworkers were all related to increased likelihood of sexual assault. In particular, unit leadership climate and workplace hostility had an especially strong relationship with sexual assault. Moreover, there was indication that a healthy leadership climate had a protective effect against sexual assault even when sexual harassment was present, suggesting that this may be an important area for consideration by Reserve component leadership.

### Introduction

A large body of research has demonstrated that a climate of tolerance for sexual assault and related behaviors is a strong predictor of sexual assault itself (e.g., Cook, Van Winkle, Namrow, & Hurley, 2014; Harned, Ormerod, Palmieri, Collinsworth, & Reed, 2002; Murdoch, Polusny, Hodges & Cowper, 2006; Sadler, Booth, Cook, & Doebbeling, 2003). Such a climate is illustrated by a construct referred to as the continuum of harm, which describes a range of “inappropriate actions, such as sexist jokes, hazing, cyber bullying, that are used before or after the assault and or supports an environment which tolerates these actions” (Department of Defense, 2014a). Behaviors along the continuum of harm vary in severity, with unwanted gender-related behaviors such as gender-focused jokes and sexist remarks at the less severe end, and behaviors such as physical force and rape at the more severe end (Department of Defense, 2014b). A growing body of literature has demonstrated that different types of verbal and physical aggression (e.g., bullying, stalking, sexual harassment and sexual assault) are interconnected and often share causes, risk factors, and protective factors (e.g., Defense Manpower Data Center, 2014; Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Klevens, 2014; Stockdale & Nadler, 2012). Further, research has demonstrated that survivors of one form of violence are more likely to experience other forms of violence, survivors are at higher risk for being perpetrators of violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). In addition, military-specific research also supports this connection between unwanted gender-related experiences such as sexual harassment (both sexual quid pro quo and hostile work environment) and a significant increase in likelihood of rape (Sadler et al., 2003).

To understand the continuum of harm as it relates to Reserve component members, DMDC analyzed statistical relationships among estimated rates of unwanted gender-related behaviors and estimated past-year prevalence rates of sexual assault obtained on the *2015 WGRR*. It is important to note that these analyses do not imply causation (i.e., they do not imply that the experience of an unwanted behavior such as sexual harassment causes sexual assault), but simply explore the association between unwanted gender-related behaviors and sexual assault (i.e., they examine whether sexual harassment and sexual assault are related). In addition, these results are preliminary in nature and require additional analyses to fully understand the patterns and trends reflected in the analyses.

## Methods

All analyses in this section were conducted using Stata 14.1. In what follows, the association between various unwanted gender-related behaviors and sexual assault rates is explored. Subsequently, other work climate-related factors are examined that might increase the risk of sexual assault, including workplace hostility and unit leadership climate with respect to sexual assault. The association between these work climate-related factors and sexual assault rates are presented. Finally, the chapter examines whether work climate-related factors moderate the relationship between sexual harassment and sexual assault to assess whether certain factors might protect against sexual assault.

## Results

### ***Study 1: Unwanted Gender-Related Behaviors and Sexual Assault***

Across the Reserve components, the rate of sexual assault was 3.2% for women and 0.6% for men (see Chapter 3 for a breakdown of these experiences). In order to test whether unwanted gender-related behaviors are part of a continuum of harm that contributes to an environment that is tolerant of or increases risk for sexual assault, we examined whether sexual assault rates are higher for those who indicated experiencing other unwanted gender-related behaviors compared to those who did not. Table 1 displays the estimated sexual assault rates for women and men who indicated they experienced and did not experience other unwanted gender-related behaviors, including sexual harassment (which is further broken into sexually hostile work environment and sexual quid pro quo), gender discrimination, and sex-based MEO violation (which includes both sexual harassment and gender discrimination that meet legal criteria for a violation).

Results demonstrate that rates of sexual assault are higher among women and men who experience other unwanted gender-related behaviors. These associations were further tested using logistic regression, first without any controls and then controlling for the following demographic factors: paygrade group, Service, and deployment status (whether the individual was deployed within the last 12 months). Odds ratios are displayed in Table 56. An odds ratio estimate indicates the odds of one event given the presence or absence of another event. As an example, the odds ratio for women for sexual harassment (16.25) tells us that the odds of being sexual assaulted are approximately 16 times higher for women who have experienced sexual harassment than for women who have not experienced sexual harassment. Across all comparisons, the odds ratios are statistically significant ( $p < 0.001$ ) indicating that men and women who experience these unwanted gender-related behaviors in the past year are statistically

more likely to experience a sexual assault compared to those who do not experience such behaviors.

**Table 56.**

*Sexual Assault Rate and Odds Ratio Estimates for Women and Men Who Did and Did Not Experience Other Unwanted Gender-Related Behaviors Along the Continuum of Harm*

Unwanted Behaviors	Sexual Assault Rate for Women					Sexual Assault Rate for Men				
	Experienced Behavior	Did Not Experience Behavior	Odds Ratio	Odds Ratio with controls	Experienced Behavior	Did Not Experience Behavior	Odds Ratio	Odds Ratio with controls		
Sexual harassment	14.0%	1.0%	16.25	15.38	11.6%	0.1%	89.78	81.55		
Hostile work environment	14.0%	1.0%	15.95	15.09	11.7%	0.1%	90.98	82.69		
Sexual quid pro quo	30.7%	2.8%	15.54	14.00	47.6%	0.5%	187.69	173.53		
Military Equal Opportunity violation	11.4%	1.0%	13.02	12.63	9.9%	0.1%	80.25	73.94		
Gender discrimination	10.5%	2.3%	4.92	5.02	10.3%	0.4%	25.71	26.45		

*Note.* All odds ratios estimates are significant at  $p < .001$ .

### **Study 2: Work Climate-Related Factors and Sexual Assault**

In addition to unwanted gender-related behaviors described above, there may be work climate-related factors that contribute to a culture that is tolerant of, or increases risk for, sexual assault. The following climate-related factors were examined in relation to sexual assault rates: satisfaction with coworkers, satisfaction with work, workplace hostility, unit leadership promotion of a healthy climate with respect to sexual assault (i.e., the extent to which unit leadership displays intolerance toward sexual assault and related behaviors), quality of sexual assault training, and presence of female coworkers in the workplace. Table 57 displays sample items for each work climate-related scale. In order to report proportions, continuous scale scores (values of 1-5) were dichotomized into healthy versus unhealthy levels. The method used to dichotomize each scale is described in Table 57, as well as the overall proportion of respondents who reported an unhealthy level for each variable. For the purpose of these analyses, low presence of female coworkers is considered the unhealthy or “risk” environment (vs. a high presence of female coworkers). With the exception of presence of female coworkers, the proportion of the overall sample reporting unhealthy levels of work climate-related variables ranged from 5% to 25%, highlighting the fact that the majority of respondents experience healthy levels of these work climate-related factors.

**Table 57.**

**Question Wording and Sample Items, Proportions, and Standard Errors of Work Climate-Related Factors**

Work Climate Variable (Cronbach's Alpha Reliability Statistic)	Question Wording and Sample Items	Coding	Proportion of the Full Sample Reporting an Unhealthy Level	St. Error
Coworker satisfaction ( $\alpha = 0.94$ )	<p><i>How much do you agree or disagree with the following statements about the people in your military work group?</i></p> <ul style="list-style-type: none"> <li>• The people in your military work group tend to get along.</li> <li>• You are satisfied with the relationships you have with your military coworkers.</li> </ul>	Low-to-moderate scores (1-3.99) coded as unhealthy	20.24%	0.0023
Work satisfaction ( $\alpha = 0.94$ )	<p><i>How much do you agree or disagree with the following statements about the work you do at your military workplace?</i></p> <ul style="list-style-type: none"> <li>• You are satisfied with your military job as a whole.</li> <li>• You like the kind of military work you do.</li> </ul>	Low-to-moderate scores (1-3.99) coded as unhealthy	24.85%	0.0026
Workplace hostility ( $\alpha = 0.92$ )	<p><i>How often have you experienced any of the following behaviors, where military coworkers or supervisors...</i></p> <ul style="list-style-type: none"> <li>• Used insults, sarcasm, or gestures to humiliate you?</li> <li>• Gossiped/talked about you?</li> <li>• Did not provide information or assistance when you needed it?</li> </ul>	Moderate-to-high scores (3-5) coded as unhealthy	5.34%	0.0014
Unit leadership promotion of a healthy climate with respect to sexual assault (Leadership climate; $\alpha = 0.93$ )	<p><i>Please indicate how well your military unit leadership...</i></p> <ul style="list-style-type: none"> <li>• Makes it clear that sexual assault has no place in the military.</li> <li>• Leads by example. For example, refrains from sexist comments and behaviors.</li> </ul>	Low-to-moderate scores (1-3.99) coded as unhealthy	11.19%	0.0018
Quality of sexual assault training ( $\alpha = 0.97$ )	<p><i>My National Guard/Reserve component's sexual assault training...</i></p> <ul style="list-style-type: none"> <li>• Provides a good understanding of what actions are considered sexual assault.</li> <li>• Explains the reporting options available if a sexual assault occurs.</li> </ul>	Low-to-moderate scores (1-3.99) coded as unhealthy	7.98%	0.0016
Presence of female coworkers	<i>Are you currently in a military work environment where female coworkers are uncommon (less than 25% of your military coworkers)?</i>	Yes (female coworkers are uncommon coded as unhealthy)	48.99%	0.0029

Table 58 displays the sexual assault rates and odds ratio estimates for women and men who indicated and did not indicate the aforementioned climate-related factors at unhealthy or healthy levels. Paygrade group, Service, and deployment status were included as control variables in the

logistic regressions. Across nearly all comparisons, the odds ratios are statistically significant ( $p < 0.01$ ) meaning that men and women who indicated an unhealthy military workplace culture/environment are statistically more likely to experience a sexual assault compared to those who reported a more healthy culture/environment. As an example, the odds ratio for men for coworker satisfaction (2.96) tells us that the odds of being sexually assaulted are roughly 3 times higher for men who indicated an unhealthy level of coworker satisfaction (i.e., men who were not satisfied with their coworkers) compared to men who indicated a healthy level of coworker satisfaction (i.e., men who were satisfied with their coworkers).

**Table 58.**  
*Rates of Sexual Assault by Unhealthy vs. Healthy Levels of Work Climate-Related Factors, Separately by Gender*

Work Climate-Related Factor	Sexual Assault Rate for Women			Sexual Assault Rate for Men		
	Unhealthy Level	Healthy Level	Odds Ratio Estimate With Controls	Unhealthy Level	Healthy Level	Odds Ratio Estimate With Controls
Coworker Satisfaction	4.36%	1.78%	1.61**	1.70%	0.30%	2.96**
Work Satisfaction	3.87%	2.02%	1.41**	1.14%	0.34%	2.10**
Workplace Hostility	6.83%	2.22%	1.87**	4.35%	0.33%	2.78**
Leadership Climate	5.70%	1.72%	1.87**	3.30%	0.29%	3.14**
Quality of Training	6.27%	1.91%	2.12**	1.89%	0.37%	3.07**
Prevalence of Female Coworkers	3.12%	1.95%	1.60**	0.64%	0.48%	1.34

Note. \*\* $p < .01$ .

The results of the logistic regressions demonstrate that almost all work-climate variables are related to sexual assault for both women and men. Thus, a dominance analysis was conducted (see Table 59). Dominance analyses allows for the identification of the relative importance of different independent variables in predicting a dependent variable. That is, it identifies which independent variable is the most important, second most important, etc. when predicting a dependent variable (Luchman, 2014). In this case, DMDC sought to explore which work climate-related factors (coworker satisfaction, workplace hostility, leadership climate, quality of training, and presence of female coworkers) were the best predictors of sexual assault.

Results demonstrate that an unhealthy leadership climate with regard to sexual assault is the strongest predictor of sexual assault for women, with workplace hostility as the second strongest predictor. For men, workplace hostility is the strongest predictor of sexual assault, followed by unhealthy leadership climate. The fact that leadership climate emerged as the dominant factor for women, but not for men, may indicate that leadership's attitude toward unwanted gender-related behaviors is particularly important for women. Presence of female coworkers and satisfaction with work were the weakest predictors for both men and women, while satisfaction with coworkers and quality of sexual assault training fell in the middle for both men and women.

**Table 59.**

*Results of Dominance Analyses Examining the Relative Importance of Work Climate-Related Factors in Predicting Sexual Assault, by Gender*

Variable	Women		Men	
	Standardized Dominance Statistic	Rank	Standardized Dominance Statistic	Rank
Leadership Climate	0.3127	1	0.2508	2
Workplace Hostility	0.1841	2	0.3000	1
Quality of Training	0.1701	3	0.0830	4
Coworker Satisfaction	0.0730	4	0.1586	3
Prevalence of Female Coworkers	0.0417	5	0.0063	6
Work Satisfaction	0.0292	6	0.0484	5

***Study 3: Moderation of the Association between Unwanted Behaviors and Sexual Assault.***

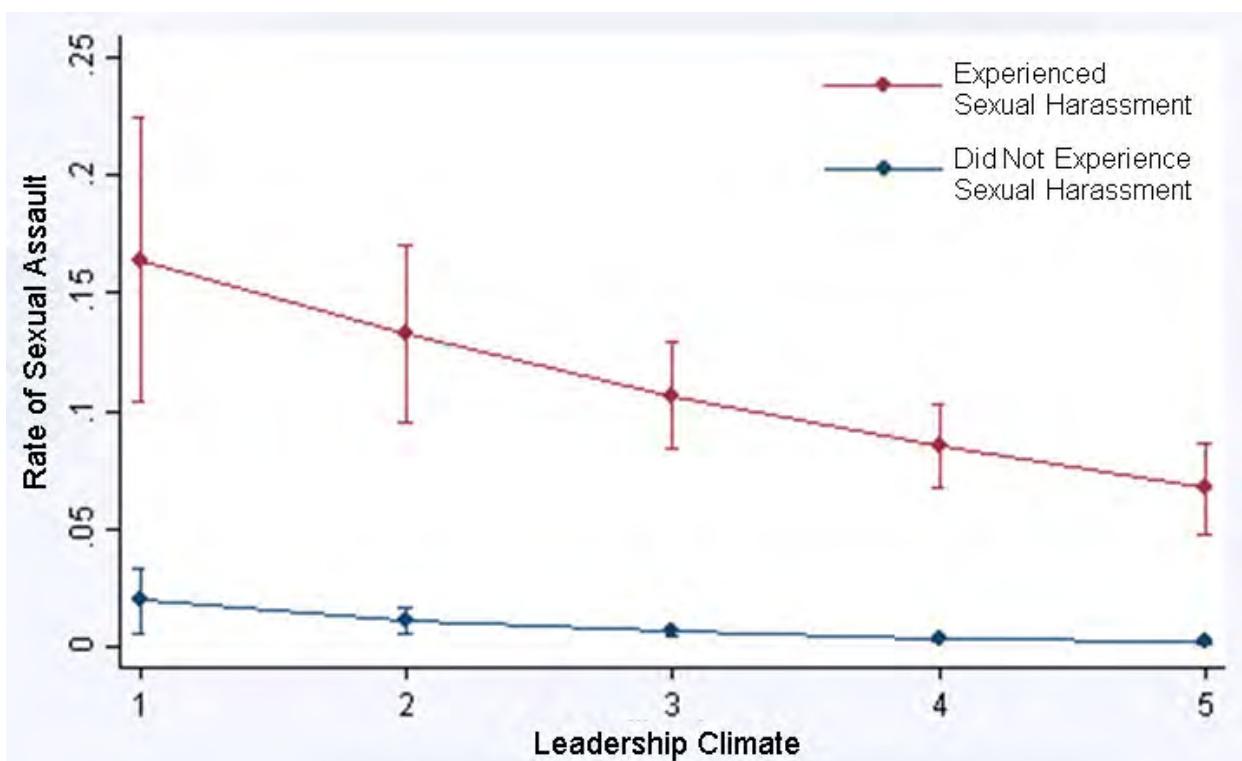
Following examination of the association between unwanted gender-related behaviors and work climate-related factors on sexual assault as described above, we examined whether sexual harassment and workplace climate interact to predict sexual assault (i.e., whether climate moderates the association between sexual harassment and sexual assault). Sexual harassment was chosen for examination given its strong association with sexual assault. This allowed us to examine, for example, whether workplace hostility might exacerbate the link between sexual harassment and sexual assault or whether the quality of sexual assault training provided might attenuate the link between sexual harassment and sexual assault.

Consistent with prior models, paygrade group, Service, and deployment status were included as control variables. In order to maximize power for detecting significant effects among many potential interactions, analyses were run for women and men combined and gender was added as a control variable. All interaction terms were modeled simultaneously in order to mitigate the effects of multiple testing. Only one interaction reached statistical significance: Sexual harassment x Leadership climate (Odds ratio = 1.59, p = .04).

As seen in Figure 100, leadership climate acts to reduce the link between sexual harassment and sexual assault. Although sexual harassment is a robust predictor of assault (regardless of leadership climate), a leadership climate that fosters safety and intolerance of unwanted gender-related behaviors and sexual assault may act as a buffer, lowering the likelihood of sexual assault for those who experience sexual harassment. Also of note, in the absence of sexual harassment and with a positive leadership climate in place, the rate of sexual assault is extremely low. Consistent with the dominance analysis, these findings again highlight the critical role of leadership climate in preventing sexual assault.

**Figure 100.**

***Relationship Between Sexual Harassment and Sexual Assault at Different Levels of Unit Leadership Promotion of a Healthy Climate With Respect to Sexual Assault***



Notes.: Higher levels indicate healthier levels of leadership climate. Bars indicate predictive margins with 95% confidence intervals.

## Discussion

Results from the 2015 WGRR support the notion that a continuum of harm may exist with respect to sexual assault. Unwanted gender-related behaviors were strongly associated with sexual assault, as were work climate-related factors, though to a lesser extent. This implies that “lower level offenses” (e.g., sexual harassment, unhealthy leadership climate with respect to sexual assault) may contribute to the occurrence of sexual assault. As such, monitoring the presence of unwanted gender-related behaviors and unhealthy levels of work climate-related factors is an important step toward reducing and preventing sexual assault among Reserve component members. In particular, sexual harassment has a strong association with sexual assault. As such, it is important that policies on sexual assault and sexual harassment and their interrelationship continue to be emphasized by the Department.



## Chapter 9: Additional Descriptive Analyses and Future Directions

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The *2015 Workplace and Gender Relations Survey of Reserve Component Members (2015 WGRR)* is scientifically conducted to allow for generalization to the full Reserve component force. As such, it provides the Department with important information to inform policies and resources. However, additional analyses are often required to fully understand the patterns and trends contained in the survey data. This chapter provides additional analyses on topics of interest to the Department. Specifically, this chapter covers four areas of interest: gender differences in experiences of sexual assault, differences in sexual assault experiences for those who indicated experiencing penetrative versus non-penetrative assaults, impact of training on bystander intervention, and trends in reporting over time.

As these data are preliminary and descriptive in nature, this is not an exhaustive look at sexual assault within the Reserve component population. Statistical comparisons provided in the following sections are used to assess observed differences between groups, but cannot provide predictive interpretations or be used to measure causation. Many analyses, while informative, may raise additional questions. Where applicable, each section identifies these gaps in understanding and provides considerations for future analyses.

### **Experiences of Sexual Assault: Differences Between Reserve Component Women and Men**

The Department provides a variety of resources and assistance to all survivors of sexual assault. In recent years, there has been increasing focus on the experiences of male survivors. As a result, the DoD Sexual Assault Prevention and Response Office (SAPRO) has worked to establish a number of resources specifically targeted to the needs of male survivors. In order to provide the Department with more robust empirical findings, DMDC increased the sample size for all the *2015 WGRR* in order to provide, for the first time, more granular information about the experiences of male survivors in the Reserve components. This section provides top-level gender differences to highlight where results of the *2015 WGRR* have shown statistical differences between the circumstances of women and men who indicated experiencing a sexual assault. Of note, this preliminary analysis provides only simple single-dimension statistical findings. However, more complex multivariate statistical analyses including predictive modeling may be needed to more fully understand underlying patterns and interrelationships.

Overall, results of this analysis indicate the sexual assault experiences of male Reserve component survivors are different from those of female Reserve component survivors, and are more likely to be aligned with a group setting (i.e., hazing, bullying, and/or locker room behaviors). Specifically, compared to female Reserve component survivors, male survivors are more likely to describe the sexual assault as hazing and/or bullying, and are less likely to indicate only one offender was involved in the sexual assault. Fewer male survivors indicated alcohol and/or drugs were used during the assault, which also supports alignment with a hazing and/or bullying scenario where substances may not be necessary to subdue a survivor.

Furthermore, the impact of the assault may be greater for male Reserve component survivors in terms of their plans for retention, as they are more likely to indicate intentions to leave the military compared to female Reserve component survivors. These intentions may be an important indicator of the cumulative impact of sexual assault on male survivors, and suggest that the experiences of male survivors may be more permissive of hazing or bullying behaviors, and may therefore carry a greater violation. Further examination of these gender differences is necessary to develop a better understanding of the distinct experience of male survivors, specifically the impact of group behaviors, such as hazing and bullying, on the well-being and retention intention<sup>61</sup> of Reserve component men.

### **Methods**

Overall, 3.2% of Reserve component women and 0.6% of Reserve component men indicated experiencing a sexual assault in the past year (see Chapter 3 for a breakdown of these experiences.) To highlight differences between Reserve component men and women who indicated experiencing a sexual assault, details about the “one situation” of sexual assault in the past 12 months that had the greatest effect on members were analyzed by gender. For more information about the identification of the “one situation,” refer to Chapter 4.

Analysis was run by conducting ‘two-independent sample t-tests’ and then adjusting for multiple comparisons using the False Discovery Rate method to control for the number of statistical tests that are incorrectly determined to be significant (Type I errors). More information on this can be found in Chapter 2.

The results of comparisons can be assumed to generalize to the full population of Reserve component members because they are based on weighted estimates of the survey data. In general, only statistically significant results are highlighted in this analysis. Therefore, when a statement is provided that a group is “more likely” or “less likely” to indicate an experience, this should be interpreted as significantly more or less likely. Where appropriate, data that is not statistically significant, but provides additional context, is provided to support findings. For clarity, these are distinguished in text as not meeting statistical significance.

### **Results**

Figure 101 displays the overall circumstances surrounding the sexual assault event for Reserve component women and men who indicated experiencing a sexual assault (3.2% of Reserve component women and 0.6% of Reserve component men).

Overall, male Reserve component survivors of sexual assault are more likely to indicate that the assault was part of a hazing and/or bullying situation. The differences between the genders on relative characteristics of the assault further highlight this unique experience for male survivors. Additionally, the results indicate the impact of the assault on intention to stay in the military may be greater for male Reserve component survivors.

<sup>61</sup> Retention intention is asked of all respondents on the survey regardless of whether they indicated experiencing sexual assault. Therefore, a respondent’s intention to stay or leave the military may not be directly related to having experienced behaviors in line with a sexual assault.

**Figure 101.**  
*Overall Circumstances of the Sexual Assault, By Gender*

Women	Men
Hazing/ Bullying	<ul style="list-style-type: none"> <li>•20% indicated the assault involved hazing and/or bullying (↓)</li> <li>•5% involved hazing (↓) and 19% involved bullying (↓)</li> </ul>
Who	<ul style="list-style-type: none"> <li>•95% indicated the offender was male (↑)</li> <li>•74% indicated only one offender was involved (↑)</li> </ul>
Where	<ul style="list-style-type: none"> <li>•49% indicated the assault occurred on a military installation/ship, armory, Guard or Reserve unit site (↓)</li> </ul>
Sexual Assault Since Joining the Military	<ul style="list-style-type: none"> <li>•83% indicated experiencing sexual assault after joining military* (↓)</li> </ul>
Substance Use	<ul style="list-style-type: none"> <li>•48% indicated alcohol/drugs were involved during the assault (↑)</li> <li>•38% indicated self alcohol use (↑) and 39% offender alcohol use (↑)</li> </ul>
Retention Intentions	<ul style="list-style-type: none"> <li>•64% likely to stay in Reserve component (↑)</li> <li>•22% unlikely to stay in Reserve component (↓)</li> </ul>
Hazing/ Bullying	<ul style="list-style-type: none"> <li>•44% indicated the assault involved hazing and/or bullying (↑)</li> <li>•34% involved hazing (↑) and 39% involved bullying (↑)</li> </ul>
Who	<ul style="list-style-type: none"> <li>•38% indicated the offender was female (↑)</li> <li>•61% indicated only one offender was involved (↓)</li> </ul>
Where	<ul style="list-style-type: none"> <li>•68% indicated the assault occurred on a military installation/ship, armory, Guard or Reserve unit site (↑)</li> </ul>
Sexual Assault Since Joining the Military	<ul style="list-style-type: none"> <li>•94% indicated experiencing sexual assault after joining military* (↑)</li> </ul>
Substance Use	<ul style="list-style-type: none"> <li>•27% indicated alcohol/drugs were involved during the assault (↓)</li> <li>•22% indicated self alcohol use (↓) and 23% offender alcohol use (↓)</li> </ul>
Retention Intentions	<ul style="list-style-type: none"> <li>•45% likely to stay in Reserve component (↓)</li> <li>•38% unlikely to stay in Reserve component (↑)</li> </ul>

↑/↓: Indicates a significantly higher or lower estimate compared to the other gender

\*Because all women and men in this figure have experienced a sexual assault in the past 12 months, the percentage experiencing a sexual assault since joining the military excludes experiences in the past 12 months.

**Hazing/Bullying.** DMDC analyzed gender differences for male and female survivors who indicated the sexual assault could be described as hazing (e.g., things done to humiliate or "toughen up" people prior to accepting them into a group) or bullying (repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating).

Similar to what has been found in the active duty, **male Reserve component survivors were statistically more likely to describe the sexual assault as hazing and/or bullying compared to female survivors** (44% of male survivors indicated the assault was hazing and/or bullying compared to 20% of female survivors). Furthermore, male survivors were statistically more likely to indicate the assault was bullying (39% of male survivors and 19% of females survivors) and/or hazing (34% of male survivors and 5% of female survivors).

**Who.** As shown in Figure 101, the vast majority of female Reserve component survivors indicated experiencing a sexual assault at the hands of a male offender (95%). However, while male survivors also commonly indicate the alleged offender was a male (48%), they are statistically more likely to indicate the alleged offender was a female compared to female survivors (38% for male survivors and 2% for female survivors). In addition, *female Reserve component survivors are statistically more likely to indicate that only one offender was involved in the sexual assault compared to male survivors* (74% of female survivors indicated only one offender was involved versus 61% of male survivors).

**Where.** The majority of both male and female Reserve component survivors indicated that the sexual assault occurred at a military location/while on duty status (69% of women and 78% of men). However, *male Reserve component survivors are statistically more likely to indicate that the event happened at a military location compared to female survivors*. Specifically, men were statistically more likely to indicate the sexual assault occurred at a military installation/ship, armory, Guard, or Reserve unit site (68% of male survivors versus 49% of female survivors).

**Sexual Assault Since Joining the Military.** The majority of Reserve component sexual assault survivors, both female and male, indicated they experienced a sexual assault since joining the military, but outside of the 12 month timeframe captured in the estimated past-year sexual assault prevalence rate. However, *male Reserve component survivors were more likely to indicate that they experienced a sexual assault since joining the military, but outside of the past 12 months* (94% of male survivors compared to 83% of female survivors).

**Substance Use.** The majority of male Reserve component survivors and more than half of female survivors indicated alcohol was not used before the sexual assault (75% of male survivors and 53% of female survivors). However, there were gender differences for those survivors where substances were involved. Specifically, *female Reserve component survivors were statistically more likely to indicate alcohol and/or drugs were used before or after the assault compared to male survivors* (48% of female survivors indicated alcohol/drugs were involved compared to 27% of male survivors).

**Retention Intentions.** All Reserve component members were asked on the 2015 WGRR to indicate their likelihood to stay in the military. Overall, 76% of Reserve component women and 79% of Reserve component men indicated they were likely to choose to continue on in the National Guard/Reserve. Among survivors, these rates were found to be lower and there were statistical gender differences when the estimates for male Reserve component survivors and female survivors were compared. Specifically, male survivors were less likely to indicate that they intend to stay in the military compared to female survivors (45% of male survivors indicated they were likely to stay in the military compared to 64% of female survivors). *Male Reserve component survivors were statistically more likely to indicate intentions to leave the military compared to female survivors* (38% of male survivors indicated they were unlikely to remain in the military compared to 22% of female survivors).

## **Discussion**

Overall, circumstances surrounding the assault for male and female Reserve component survivors differed, with male Reserve component survivors having a higher likelihood to indicate

the event involved hazing and/or bullying. Findings from this analysis may support an understanding of male sexual assault as involving group behaviors, such as bullying or hazing, intended to humiliate or degrade a member, or as a type of initiation into the military. These experiences of male Reserve component survivors appear fundamentally different from the experiences of female Reserve component survivors who are more likely to indicate only one male offender and less likely to indicate the event was hazing and/or bullying. Further, the impact of the assault may be greater on male Reserve component survivors in terms of their retention plans, as male Reserve component survivors are less likely to indicate an intention to stay in the military compared to female survivors.

Additional research conducted by DMDC will look at the career progression of those who indicate on surveys they experienced sexual assault to determine if they separate from the military and why. Findings from this analysis may help better understand why men and women who experience sexual assault in the military would want to stay and/or leave their Service and/or component and predict members' likelihood to stay or leave based on their experiences of sexual assault and its potential consequences (e.g., ostracism, retaliation).

Further examination of these gender differences is critical to develop a better understanding of the distinct experience of male survivors, specifically the impact of group behaviors, such as hazing and bullying, which may have a greater cumulative negative impact on the sexual assault survivor.

### **Experiences of Sexual Assault: Differences Between Penetrative and Non-Penetrative Assualts**

As defined by DoD law and policy, sexual assault crimes prohibited in the Uniform Code of Military Justice (UCMJ) include a number of unwanted gender-related behaviors, ranging in severity from unwanted sexual touching and/or attempted sexual intercourse (non-penetrative sexual assault) to completed sexual intercourse (penetrative sexual assault). Since the nature of these sexual assault crimes varies, it follows the experiences of Reserve component members who indicated experiencing a sexual assault in the past 12 months may also differ by sexual assault type.

The initial intent of this analysis was to examine differences in the experiences of Reserve component members who indicated experiencing penetrative sexual assault versus non-penetrative sexual assault. However, findings from this analysis indicated there are no significant differences between Reserve component members by type of assault on many of the characteristics that were thought to have a greater impact for non-penetrative crimes (e.g., experience of bullying/hazing) and penetrative crimes (e.g., intentions to remain in the military; measures of well-being, including experiences related to depression and/or Posttraumatic Stress Disorder (PTSD); and overall health). This suggests that the impact of sexual assault for Reserve component survivors may be similar regardless of the type and/or assumed severity of the assault experienced.

Overall, Reserve component members who indicated experiencing a *penetrative* sexual assault were more likely to indicate: a) experiencing sexual assault before joining the military, b) drugs and/or alcohol were involved in the situation, c) the event damaged their personal relationships,

and d) they reported the sexual assault to receive medical/mental health assistance, compared to those survivors who indicated experiencing a *non-penetrative* sexual assault. The differences between types of assault are largely consistent with the distinct nature of penetrative versus non-penetrative crimes. However, results also indicated no significant differences by assault type on a number of key measures of retention and well-being. This suggests that the overall impact of a sexual assault on a survivor may be similar, regardless of whether a penetrative or non-penetrative sexual assault was experienced.

### **Methods**

Until 2012, the Department used a climate-measure of sexual assault referred to as "Unwanted Sexual Contact." While this metric allowed the Department to gauge top-level sexual assault behaviors, it was not able to parse out specific crime-victimization metrics. In 2014, the Department chose to use a new measure of sexual assault which better met this requirement.<sup>62</sup> Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object) as well as non-penetrative sexual assault (unwanted touching of genitalia and other sexually related areas of the body). This new measure allows the Department to estimate past-year prevalence rates of penetrative and non-penetrative sexual assaults. While both types of behaviors are prohibited by the UCMJ, the experiences of members who indicated experiencing a penetrative sexual assault versus those who indicated experiencing a non-penetrative sexual assault may be distinct. This section provides top-level findings of an analysis of characteristics to determine any differences between these two types of sexual assault. Future directions to further understand these differences are offered at the end of the section.

To better understand differences between experiences of Reserve component members who indicated experiencing penetrative versus non-penetrative sexual assaults, details about the "one situation" of sexual assault in the past 12 months that had the greatest effect were analyzed including: characteristics of alleged offender(s); bullying and hazing; drug and alcohol involvement; experiences of stalking, harassment, and assault before or after the situation; reactions to experience; whether behaviors were reported, and reasons for reporting or reasons for not reporting. Other characteristics included in the analysis included intention to stay in the military, prior experience of sexual assault, and well-being scale measures, such as depression, PTSD, and a general self-assessment of health. Full information on the construction of these scale measures is included in the *2015 Workplace and Gender Relations Survey of Reserve Component Members: Tabulations of Responses* (DMDC, 2016).

Analyses were run by conducting two-independent sample t-tests and then adjusting for multiple comparisons using the False Discovery Rate method to control for the number of statistical tests that are incorrectly determined to be significant (Type I errors). More information on this can be found in Chapter 2.

The results of comparisons can be assumed to generalize to the full population of Reserve component members because they are based on weighted estimates of the survey data. This

<sup>62</sup> For more information about measure of sexual assault used within the Department and how these measures are constructed, refer to Chapter 1.

analysis highlights results that are statistically significant as well as some findings that are not statistically significant, but provide additional context. Significant results are highlighted throughout this section to differentiate those findings that resulted in a statistically significant difference between types of assault.

## **Results**

Overall, 0.4% of Reserve component members indicated experiencing a penetrative sexual assault in the past year and 0.6% indicated experiencing a non-penetrative sexual assault. The remaining section provides comparative data between these two groups. Additional information on the experiences of Reserve component members who indicated experiencing a sexual assault can be found in Chapter 3.

***Similarities Between Reserve Component Members Who Indicated Experiencing a Penetrative Versus Non-Penetrative Sexual Assault.*** Figure 102 displays the overall circumstances surrounding the sexual assault event and provides estimates for those aspects of the assault that were statistically similar (i.e., within the margins of error), regardless of the type of assault (penetrative or non-penetrative) indicated.

**Figure 102.**  
***Similarities in Circumstances of the Sexual Assault, By Assault Type***

Non-Penetrative Sexual Assault		Penetrative Sexual Assault	
Hazing/ Bullying	<ul style="list-style-type: none"> <li>•34% indicated the assault involved hazing and/or bullying</li> <li>•30% involved bullying and 21% involved hazing</li> </ul>	Hazing/ Bullying	<ul style="list-style-type: none"> <li>•26% indicated the assault involved hazing and/or bullying</li> <li>•25% involved bullying and 12% involved hazing</li> </ul>
Reasons for Reporting	<ul style="list-style-type: none"> <li>•64% wanted to stop the offender from hurting others</li> <li>•57% wanted to stop the offender from hurting them again</li> </ul>	Reasons for Reporting	<ul style="list-style-type: none"> <li>•64% wanted to stop the offender from hurting others</li> <li>•44% wanted to stop the offender from hurting them again</li> </ul>
Reasons for Not Reporting	<ul style="list-style-type: none"> <li>•52% wanted to forget about it and move on</li> </ul>	Reasons for Not Reporting	<ul style="list-style-type: none"> <li>•61% wanted to forget about it and move on</li> </ul>
Retention Intentions	<ul style="list-style-type: none"> <li>•56% indicated likely to stay in Reserve component</li> <li>•30% indicated unlikely to stay in Reserve component</li> </ul>	Retention Intentions	<ul style="list-style-type: none"> <li>•53% indicated likely to stay in Reserve component</li> <li>•30% indicated unlikely to stay in Reserve component</li> </ul>
Well-Being	<ul style="list-style-type: none"> <li>•Depression scale score: 1.8 out of 4.0</li> <li>•45% indicated experiencing PTSD</li> </ul>	Well-Being	<ul style="list-style-type: none"> <li>•Depression scale score: 2.1 out of 4.0</li> <li>•61% indicated experiencing PTSD</li> </ul>
General Health	<ul style="list-style-type: none"> <li>•60% indicated health is excellent/very good</li> <li>•28% indicated health is good</li> <li>•12% indicated health is fair/poor</li> </ul>	General Health	<ul style="list-style-type: none"> <li>•58% indicated health is excellent/very good</li> <li>•27% indicated health is good</li> <li>•15% indicated health is fair/poor</li> </ul>

***Hazing/Bullying.*** Reserve component survivors who indicated experiencing penetrative versus non-penetrative sexual assault ***did not differ in their assessment of the experience as hazing and/or bullying*** (34% of experiences of non-penetrative assault involved hazing and/or bullying

compared to 26% of penetrative assault).<sup>63</sup> When further broken down, situations involving penetrative versus non-penetrative crimes were also similar for both hazing and bullying individually (30% of non-penetrative crimes labeled the situation as *bullying* and 21% *hazing*; 25% of penetrative crimes labeled the situation as *bullying*, and 12% *hazing*).

**Reasons for Reporting.** Both Reserve component survivors who indicated experiencing non-penetrative sexual assault and penetrative sexual assault indicated the top reason they reported the situation was because they *wanted to stop the offender from hurting others* (both 64%). More than half (57%) of members who indicated experiencing non-penetrative sexual assault also indicated they reported the situation because they *wanted to stop the offender from hurting them again* (compared to 44% for penetrative assault survivors). ***These top reasons for reporting did not differ depending on whether the Reserve component survivor experienced a non-penetrative or penetrative sexual assault.***

**Reasons for Not Reporting.** Regardless of sexual assault type, ***Reserve component survivors indicated one of the top reasons for not reporting the situation was because they wanted to forget about it and move on.*** Specifically, 52% of survivors who indicated experiencing non-penetrative assault and 61% of penetrative assault survivors indicated they did not report the situation because they *wanted to forget about it and move on*.

**Retention Intentions.** All Reserve component members on the 2015 WGRR were asked about their intentions to remain in the Reserve component, and while gender differences were discovered among sexual assault survivors, ***the type of assault overall did not differ on the survivor's desire to stay in the military.*** Specifically, 56% who indicated experiencing non-penetrative crimes indicated they were *likely to stay* in the Reserve component, and 53% who indicated experiencing penetrative crimes also were likely to stay. Conversely, both survivors of non-penetrative sexual assault and survivors of penetrative sexual assault, indicated they were *unlikely to stay* (30%).

**Well-Being.** Reserve component members were asked several questions regarding their well-being, such as experiences related to depression and/or PTSD. ***Rates of depression and experiences of PTSD did not differ between Reserve component survivors of penetrative and non-penetrative sexual assault.*** More specifically, penetrative sexual assault survivors experienced statistically similar rates of PTSD as survivors of non-penetrative sexual assault (45% and 61%, respectively).<sup>64</sup> Scores on the *depression* scale also did not differ between type of sexual assault experienced (1.8 out of 4 for non-penetrative assault and 2.1 for penetrative assault). Though some of the estimates appear to be higher or lower, statistically they did not differ between the groups.

**Health.** Reserve component members of the 2015 WGRR were asked to rate their *general health* on a five point scale, poor to excellent. ***Estimates for general health did not differ depending on whether the Reserve component survivor experienced a non-penetrative or penetrative sexual assault.*** Specifically, more than half of Reserve component members rated their *health* as

<sup>63</sup> While these estimates may appear to be significant, the margins of error were ±7%, leading to no statistical difference between the rates.

<sup>64</sup> While these estimates may appear to be significant, the margins of error were ±8%-10%, leading to no statistical difference between the rates.

excellent or very good for both non-penetrative and penetrative assaults (60% and 58%, respectively). On the other end of the spectrum, a similar proportion of members rated their health as poor between those who indicated experiencing non-penetrative versus penetrative assaults (12% of non-penetrative assault survivors and 15% of penetrative survivors rated their health as fair or poor).

**Differences Between Reserve Component Members Who Indicated Experiencing a Penetrative Versus Non-Penetrative Sexual Assault.** Figure 103 displays the overall circumstances surrounding the sexual assault event and provides top-line estimates for those aspects of the assault that were statistically different depending on the type of assault experienced (penetrative or non-penetrative).

**Figure 103.**

*Differences in Circumstances of the Sexual Assault, By Assault Type*

Non-Penetrative Sexual Assault	Penetrative Sexual Assault
Sexual Assault Prior to Joining Military	•29% indicated experiencing sexual assault before joining the military (↓)
Substance Use	•46% indicated experiencing sexual assault before joining the military(↑)
Reasons For Reporting	•30% indicated alcohol/drugs were used (↓) •24% drank alcohol before the situation (↓) •26% indicated the offender drank alcohol (↓)
Reasons For Not Reporting	•54% indicated alcohol/drugs were used (↑) •43% drank alcohol before the situation (↑) •42% indicated the offender drank alcohol (↑)
Reactions	•10% wanted to get mental health assistance* (↓) •2% wanted to get medical assistance* (↓)
	•39% wanted to get mental health assistance (↑) •26% wanted to get medical assistance (↑)
Reasons For Not Reporting	•53% thought it was not serious enough to report (↑) •41% did not think anything would be done (↑) •20% felt partially to blame (↓)
Reactions	•27% thought it was not serious enough to report (↓) •24% did not think anything would be done (↓) •40% felt partially to blame (↑)
	•40% indicated the event damaged personal relationships (↓) •19% took a sick day or any other type of leave because of the event (↓)
	•60% indicated the event damaged personal relationships (↑) •32% took a sick day or any other type of leave because of the event (↑)

↑/↓: Indicates a significantly higher or lower estimate compared the other type of sexual assault

\* While these estimates are significant, the margins of error were ±7%-9%, and caution should be taken in interpreting the results.

**Prior Experiences of Sexual Assault.** Differences between estimated prior sexual assault rates for Reserve component survivors before entering the military were found between survivors who indicated experiencing penetrative versus non-penetrative crimes. **Survivors of penetrative sexual assault were more likely to experience sexual assault before joining the military** (46% of penetrative assault survivors compared to 29% of non-penetrative assault survivors).

**Substance Use.** Alcohol and/or drug use before or during the sexual assault differed based on the type of sexual assault experienced. **Survivors of penetrative sexual assault were more likely to indicate drugs and/or alcohol were involved in the situation compared to survivors of non-**

**penetrative sexual assault** (54% of survivors of penetrative sexual assault indicated alcohol and/or drugs were used in the assault, compared to 30% of survivors of non-penetrative assault). When further breaking down alcohol use, **survivors of penetrative assaults were more likely to indicate both they (43%) and the offender (42%) drank alcohol before the assault compared to non-penetrative assault survivors** (24% and 26% respectively).

**Reasons for Reporting.** Differences were found between survivors who indicated experiencing penetrative versus non-penetrative crimes in reasons for reporting the assault. While these are not the top reasons for reporting, **penetrative sexual assault survivors were more likely to indicate they reported in order to get mental health assistance and/or medical assistance** (39% of penetrative assault survivors indicated to get mental health assistance, compared to 10% of non-penetrative assault survivors, and 26% of penetrative assault survivors indicated to get medical assistance, compared to 2% of non-penetrative assault survivors).

**Reasons for Not Reporting.** Significant differences were found for reasons for not reporting the situation by the type of assault experienced. **Survivors of non-penetrative assault were more likely to indicate the main reason for not reporting was they thought it was not serious enough to report** (53% of non-penetrative assault survivors, compared to 27% of penetrative assault survivors). **Survivors of non-penetrative assault were also more likely to indicate they did not report the situation because they did not think anything would be done** (41% of non-penetrative assault survivors, compared to 24% of penetrative assault survivors). On the other hand, **survivors who indicated experiencing penetrative sexual assault were statistically more likely to indicate they did not report the situation because they felt partially to blame** (40% of non-penetrative sexual assault survivors, compared to 20% of penetrative sexual assault survivors).

**Reactions to the Assault.** The most endorsed reaction for survivors who indicated experiencing penetrative sexual assault was **the event damaged their personal relationships, which is a statistically different from non-penetrative assault survivors** (60% of penetrative sexual assault survivors indicated the even damaged their personal relationship, compared to 40% of non-penetrative sexual assault survivors). **Survivors of penetrative sexual assault were also more likely to take a sick day or any other type of leave because of the event** (32% of penetrative sexual assault survivors, compared to 18% of non-penetrative sexual assault survivors).

## **Discussion**

While there were some significant differences between Reserve component members who indicated experiencing a sexual assault by type of assault, these differences largely aligned with the distinct nature of these crimes. However, there were no significant differences between Reserve component survivors by type of assault on a number of key characteristics of interest, including experiences of bullying/hazing, intentions to remain in the military, and measures of health and well-being. This suggests that the impact of sexual assault for Reserve component survivors on these measures may be similar regardless of the type or assumed severity of the assault experienced.

One area for further analysis that emerged from these findings was the need to better understand characteristics of the offender and location of the sexual assault with regard to type of sexual

assault. While an initial exploratory analysis was conducted, results indicated that the relationships between these variables are complex and require additional study to better understand any differences between penetrative and non-penetrative assault. Additional analyses will work to identify some of the nuances between these types of assaults and the specific environment they occur within.

### **Bystander Intervention and Potential Impact of Training**

Prevention of sexual assault is a major line of effort for SAPRO. Part of this prevention effort places the onus on each member to uphold the values of dignity and respect and to appropriately confront those who do not maintain these values. To measure this aspect of prevention, the *2015 WGRR* asked Reserve component members whether they witnessed a potential sexual assault situation in the past year and their actions, if any, in response. In analyzing how Reserve component members responded to a situation that may have led to a sexual assault, the Department can better gauge whether Reserve component members are translating their bystander intervention training into action. In addition, by comparing member assessment of this training on whether or not they took action, the Department can begin to determine if the training impacted actual intervention.

The overall results of this analysis indicate that, while few Reserve component members directly observed a situation they believed might lead to a sexual assault (e.g., a high-risk situation), the vast majority of Reserve component members who did observe such a situation actively intervened using a variety of methods to prevent the potential assault. Furthermore, those Reserve component members who took action were significantly more likely to indicate the sexual assault training they received taught them how to intervene as compared to those Reserve component members who witnessed an event, but did not take action. These results may support ongoing training efforts aimed at promoting active interventions as an effective means to encourage members to take action if a situation is at high-risk for an assault.

### **Methods**

To measure the degree to which these types of behaviors are visible, Reserve component members were asked if they had observed a situation that they believed was, or could have led to, a sexual assault. If they indicated they had observed such a situation, they were asked what actions, if any, they took in response. In addition, an analysis was conducted to determine whether there were significant differences between the groups of Reserve component members who took action when observing a high-risk situation versus those who did not, on whether they felt their sexual assault training taught them how to intervene if and when they witness a high-risk situation involving a fellow military member.<sup>65</sup>

Analysis on group differences was run by conducting two-independent sample t-tests and then adjusting for multiple comparisons using the False Discovery Rate method to control for the number of statistical tests that are incorrectly determined to be significant (Type I errors). More information on this can be found in Chapter 2. The results of comparisons can be assumed to

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<sup>65</sup> Assessment of trainings was asked on the survey after the survey item on bystander intervention. Therefore, responses to the latter item may have primed responses on the training item.

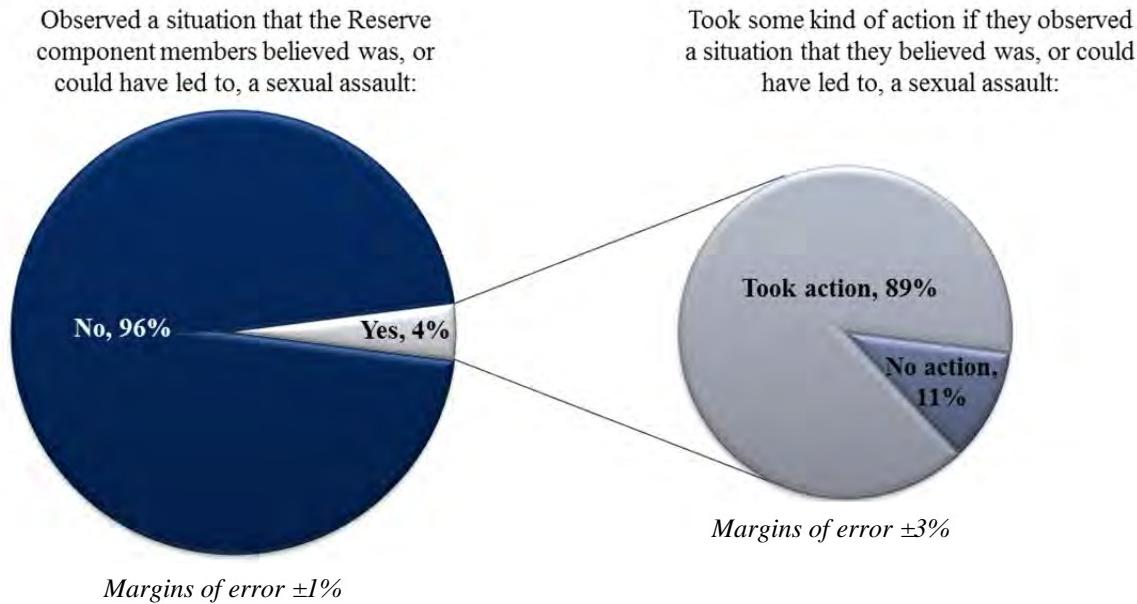
generalize to the full population of Reserve component members because they are based on weighted estimates of the survey data.

## Results

The analysis of the *2015 WGRR* found that while few Reserve component members directly observed a situation they believed might lead to a sexual assault, the vast majority of members who *did* observe such a situation actively intervened using a variety of methods to prevent the potential assault. Further, assessments of bystander training differed between Reserve component members who actively intervened when they saw a high-risk situation, and those who did not.

**Observed Situation and Action Taken.** As shown in Figure 104, only 4% of all Reserve component members observed a situation they believed was, or could have led to, a sexual assault. However, of this 4%, the vast majority (89%) took some kind of action in response.

**Figure 104.**  
*Observed Potential Sexual Assault and Took Action*



**Action Taken in Response to Observing a High-Risk Situation.** For the 89% of Reserve component members who indicated they took some kind of action, members were asked what specific action they took. Table 60 details these responses in order of endorsement.

**Table 60.**

**Action Taken in Response to Members Observing a Situation That May Have Led to a Sexual Assault**

Action Taken	% Endorsed
You asked the person who appeared to be at risk if they needed help	24
You stepped in and separated the people involved in the situation	21
You created a distraction to cause one or more of the people to disengage from the situation	18
You confronted the person who appeared to be causing the situation	17
You told someone in a position of authority about the situation	15
You asked others to step in as a group and diffuse the situation	6

*Margins of error range from 2%-3%*

As shown in Table 60, Reserve component members who chose to actively intervene most commonly said they *asked the person who appeared to be at risk if they needed help* (24%), with about one-quarter indicating this was the action they took. About one-fifth indicated they *stepped in and separated the people involved in the situation* (21%). Eighteen percent chose to *create a distraction to cause one or more of the people to disengage from the situation*, while 17% *confronted the person who appeared to be causing the situation*. Fifteen percent *told someone in a position of authority about the situation*. Fewer Reserve component members *asked others to step in as a group and diffuse the situation* (6%)

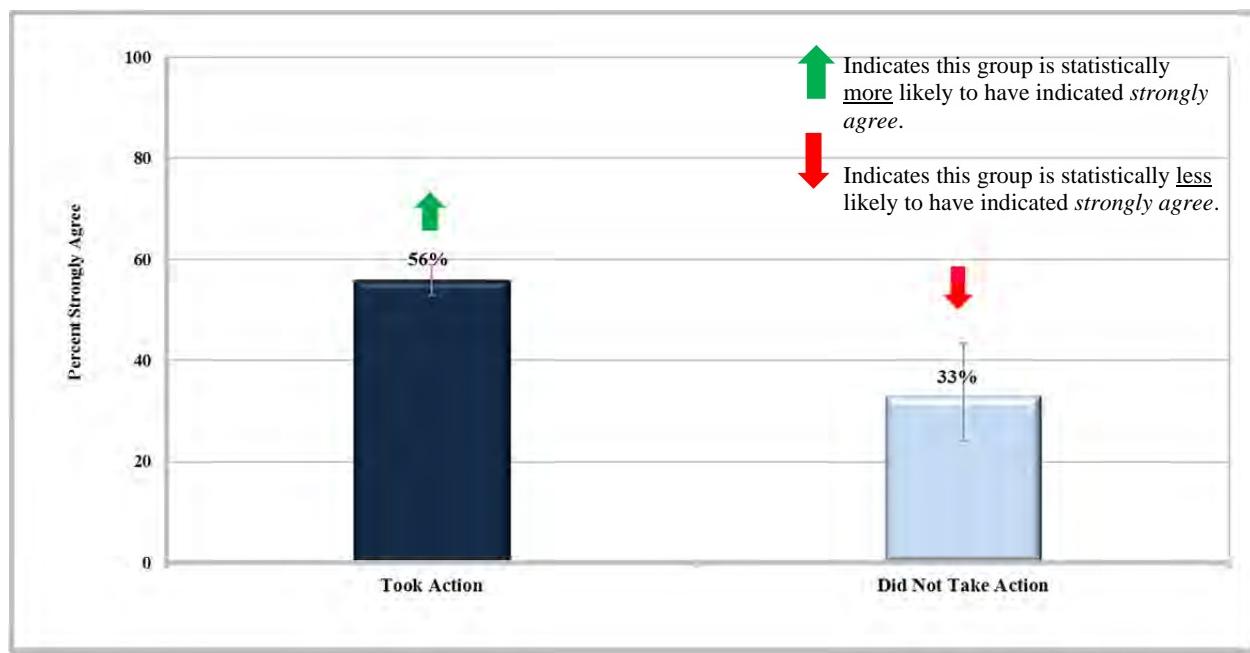
**Potential Impact of Training on Decision to Intervene.** In the 2015 WGRR, all Reserve component members were asked whether they received training on sexual assault and how recently they received this training. The vast majority, 97%, indicated they *had* received training in the past 12 months. These members were then asked the extent to which they agreed the training provided them with various resources and information on sexual assault prevention and response. One of these items asked whether the training they received teaches *how to intervene when you witness a situation involving a fellow military member (bystander intervention)?*

Overall, out of all Reserve component members who received sexual assault training in the past 12 months, one-quarter (25%) indicated they *agreed* it taught them how to intervene when they witnessed a situation involving a fellow military member; and over two-thirds (70%) *strongly agreed*. Few members indicated they *disagreed* or *strongly disagreed* (both 1%) with this statement and 4% indicated they *neither agree nor disagree*.

DMDC conducted an analysis to see if there were variations in responses based on whether a Reserve component member chose to intervene upon observing a high-risk situation. Figure 105 presents the results of this analysis.

**Figure 105.**

**Assessment of Bystander Intervention Training by Whether a Member Took Action When Observing a High-Risk Situation**



Margins of error range from  $\pm 4\%$  to  $\pm 11\%$

Analyses showed that, while most Reserve component members who received sexual assault training agreed that the training taught them how to intervene in a high-risk situation, there were some variations in this assessment depending on whether a Reserve component member actively intervened when actually faced with a high-risk situation.

As shown in Figure 105, of those Reserve component members who saw a situation and chose to intervene, more than half (56%) strongly agreed that their sexual assault training taught them specifically *how to intervene if and when they witness a situation involving a fellow military member*. Conversely, one-third (33%) of those Reserve component members who chose not to intervene strongly agreed with this statement. Follow-up analyses showed that there is a significant difference between these groups, with those Reserve component members who actively intervened being more likely to indicate their training taught them to intervene compared with those members who chose not to intervene when they observed a high-risk situation.

### **Discussion**

Overall, results strongly suggest that Reserve component members will take action if they observe a high-risk situation where a sexual assault might occur. In addition, the majority of Reserve component members indicated they were trained to take action during their sexual assault prevention and response training. Furthermore, those Reserve component members who observed a high-risk situation and chose to intervene were more likely to strongly agree that their

trainings specifically taught them to intervene, compared to Reserve component members who observed a situation, but chose not to intervene.

These preliminary analyses suggest that the SAPR bystander intervention training may potentially impact whether or not a military member actively intervenes during a high-risk situation where a sexual assault occurs or may occur. To better measure this, future surveys may benefit from additional questions to help understand what aspects of their sexual assault prevention and response communications impacted the specific decision to intervene. This may help bolster the number of members who can identify and take action in the event they observe a high risk behavior.

### **Reasons Reserve Component Members Choose Not to Report a Sexual Assault: Patterns Over Time**

Whether among civilian or military, sexual assault is a widely underreported crime. The majority of sexual assault survivors choose not to report their assault. Since 2008, the *2015 WGRR* has been tracking the reasons why Reserve component members, who indicated experiencing a sexual assault in the past 12-months but did not report, chose not to report the assault. This chapter section provides general patterns over time for these reasons.<sup>66</sup> Overall, only one reason seemed to increase over time while the remaining reasons decreased. Specifically, *I did not want anyone to know* has, as a reason, increased in endorsement by 6 percentage points since 2008. Comparatively, all other reasons have decreased in endorsement over time. Of note, four reasons have decreased by 10 percentage points or more including *I did not think the report would be kept confidential*, *I did not think anything would be done*, *I did not think I would be believed*, and *it was not important enough to report*. Breakdowns of these results and implications for policies are addressed below.

While a great deal of information can be obtained through this preliminary analysis, it is not possible to determine causation (e.g., that any one policy or program necessarily *caused* a member to report or not report the assault). Additionally, statistically significant differences in endorsement over time were not analyzed due to slight differences in the wording of items and methodology between surveys. However, displaying how reasons for not reporting have descriptively changed over time may provide the Department with indications of whether strategies aimed at increased reporting have been effective. Future directions to further understand these differences are offered at the end of the section.

### **Results**

As discussed in Chapter 4, Reserve component members who indicated experiencing an assault and chose not to report it offered a number of reasons for this decision. To measure this, and considering members often report experiencing more than one assault, the *2015 WGRR* asked members to consider the one assault that had the greatest impact on them. They were then asked follow up questions to determine why they did not choose to report this most serious assault.

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<sup>66</sup> This analysis was descriptive in nature and does not reflect statistical differences over time. Rather, rates of endorsement are tracked to show top-line differences between years.

Many of the reasons Reserve component members provided have remained consistent over time and allow DMDC to track estimates for each reason since 2008. Table 61 provides these reasons and estimates since 2008. The list of reasons included in this analysis is not exhaustive and only includes those reasons that have remained relatively consistent over time. The *2015 WGRR* included other reasons that may have been endorsed at higher rates. However, as these were new in 2015, there was no ability to compare back over time.

These estimates are provided at the Total DoD level. While the *2015 WGRR* allows for breakdowns of reasons by gender, prior surveys were unable to provide reportable estimates for men. As a result, this analysis is at the total Reserve component level.

**Table 61.**  
*Reasons for Not Reporting the One Situation, By Year*

Reason for Not Reporting	2008	2012	2015
<b>Did not want anyone to know</b>	42%	41%	48%
<b>Not important enough to report</b>	60%	49%	44%
<b>Did not think anything would be done</b>	45%	37%	35%
<b>Labeled a troublemaker</b>	39%	37%	31%
<b>Did not think report would be kept confidential**</b>	n/a	36%	26%
<b>Did not think you would be believed</b>	32%	30%	21%
<b>Performance appraisal/promotion may suffer</b>	25%	27%	19%
<b>Fear you or others would be punished for collateral misconduct</b>	20%	20%	15%
<b>Uncomfortable making a report*</b>	47%	42%	n/a
<b>Reporting would take too much time and effort*</b>	30%	28%	n/a
<b>Did not know how to report*</b>	14%	13%	n/a

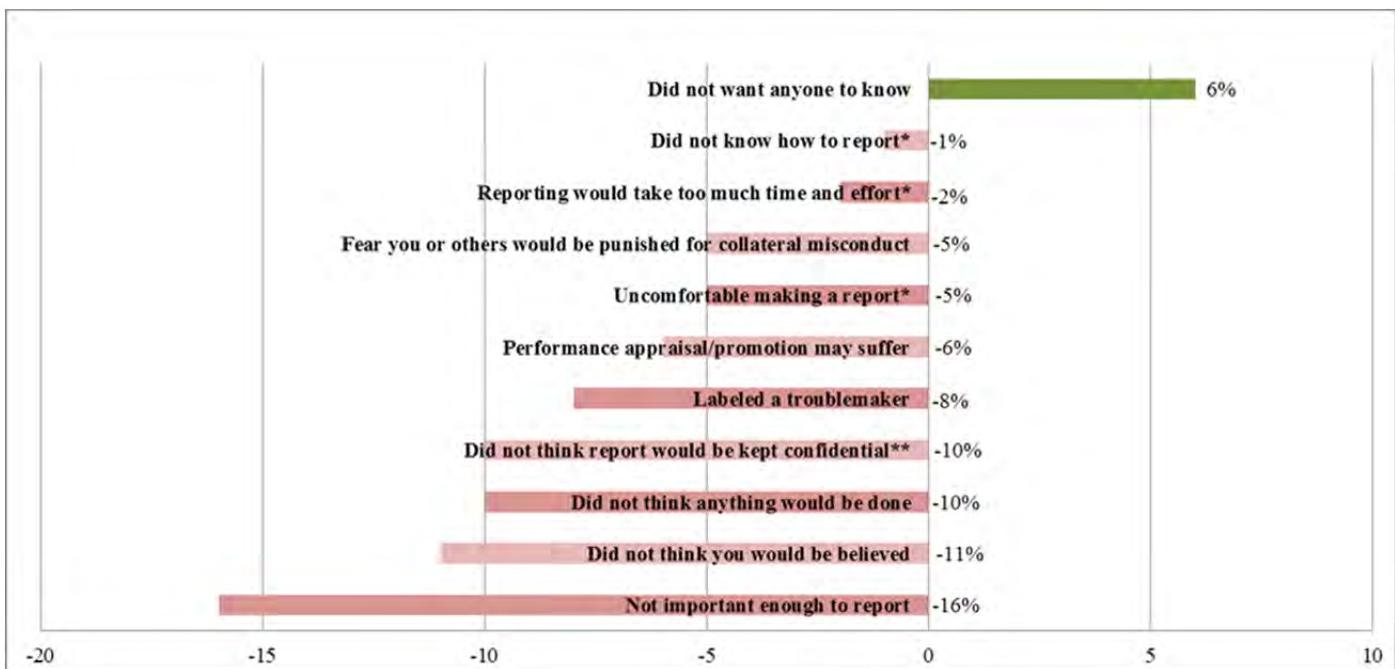
“n/a” indicates where a reason was not provided on the survey for that year.

Note: Wording of reasons has changed slightly over time which may impact trending. Reasons provided indicate the general reasons a member chose not to report.

To understand how the endorsement of these reasons has changed over time, DMDC took the estimate for the most recent year the reason was provided and subtracted it from the first year the reason was provided. For example, looking at the reason of *I did not want anyone to know*, in 2015, 48% of Reserve component members who indicated experiencing a sexual assault and

chose not to report it, indicated this as a reason for not reporting. This is an increase of 6 percentage points from 2008 when it was first included on the survey. This calculation was done across all reasons for not reporting. Findings for this analysis are presented in Figure 106. Red shaded bars indicate where endorsement for a reason has decreased over time, while the green shaded bars indicate increases over time. The color coding reflects directional changes and should not be interpreted as indications of “positive” and/or “negative” changes. Such interpretations are provided in the discussion section.

**Figure 106.**  
*Reasons for Not Reporting the One Situation, Calculated Differences*



\* Indicates change in % between 2008 and 2012 only.

\*\* Indicates change in % between 2012 and 2015 only.

Overall, only one reason showed an increase over time while the remaining reasons have shown decreases. Specifically, *I did not want anyone to know* has, as a reason, increased in endorsement by 6 percentage points since 2008. Comparatively, all other reasons have decreased in endorsement over time. Of note, four reasons have decreased by 10 percentage points or more including *I did not think the report would be kept confidential*, *I did not think anything would be done*, *I did not think I would be believed*, and *it was not important enough to report*.

## Discussion

SAPRO has provided a number of resources since 2008 to encourage survivors to report a sexual assault including various reporting options which carry different levels of confidentiality (i.e., restricted versus unrestricted reporting); resources to guide survivors through the military justice process; online sites to provide support and information on how to report; and various trainings

and education on how to report, the importance of reporting, policies to protect survivors from retribution, and publication of outcomes from sexual assault cases. This preliminary analysis sheds some light on whether these resources and options have influenced why a member chooses not to report, though causation could not be determined. In addition, given the changes in working and reasons presented, statistical significance tests are not possible in comparing findings across years.

Only one reason increased in endorsement over time: *I did not want anyone to know*. Compared to the other reasons, this reason is a very difficult reason to address through policies and resources. If a Reserve component member does not want anyone to know about the assault, it may be difficult to change their mind. One option is to emphasize in trainings and other official communications the importance of reporting in stopping future unwanted behaviors, protecting others from an assault, and protecting the military force from members who are not abiding by the expectations set forth by DoD policy. Another option is through continued efforts to reduce ostracism, maltreatment, and other forms of stigma the survivor may experience, which may contribute to survivor's concerns for reporting.

Conversely, all other reasons showed declines in endorsement over time. Many of these reasons are concerns specifically targeted by SAPRO trainings. While this analysis cannot speak to causation, the results show some indication that trainings may have been effective at addressing common concerns cited by survivors. Specifically, the reason of *it was not important enough to report* decreased by 16 percentage points. This may speak to some of the trainings that have encouraged members to understand what sexual assault is, how it is against policy, and reasons why it is important to report. Similarly, the concern that the report *would not be kept confidential* may have declined by allowing survivors the option for restricted reporting. Restricted reporting, as mentioned in Chapter 1, allows survivors of sexual assault to receive services without initiating an investigation or having command notified. This reason for not reporting has decreased by 10 percentage points since 2012. Finally, concerns that *nothing would be done* or the survivor *would not be believed* have also decreased over time by about 10 percentage points. This may again reflect the increased emphasis in trainings and education not only for support provided to the survivor, but on the outcomes of sexual assault cases.

Overall, this preliminary analysis provides some early information on how survivor concerns about reporting have changed over time. Many of these concerns have been addressed by policies and resources and may have decreased based on these efforts. In addition, some of these concerns could be addressed more fully through education and publication of report outcomes. Future *Gender Relations* surveys may benefit from asking members who did report a sexual assault the extent to which specific trainings, policies, or programs influenced their decision to report.

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**Appendix A.**

**Reasons for Not Reporting the One  
Situation of Sexual Assault**



## Reasons for Not Reporting the One Situation of Sexual Assault

**Table 62.**

***Percent of Reserve Component Women Who Indicated Reasons for Not Reporting the One Situation, by Reserve Component***

Within Reserve Component Comparisons  ■ Higher Response ■ Lower Response	Percent Indicating Yes						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Women						
You thought it was not serious enough to report	40	39	41	27	NR	48	46
You did not want more people to know	59	56	67	NR	NR	52	51
You did not want people to see you as weak	30	27	34	30	NR	26	26
You wanted to forget about it and move on	62	58	67	61	NR	66	57
You did not think your report would be kept confidential	33	36	33	34	NR	25	25
You did not think anything would be done	35	33	40	NR	NR	28	35
You did not think you would be believed	22	22	24	14	NR	17	28
You did not trust the process would be fair	23	24	21	28	NR	22	24
You felt partially to blame	39	38	41	27	NR	43	34
You thought other people would blame you	32	30	38	23	NR	26	30
You thought you might get in trouble for something you did	17	20	17	11	NR	14	10
You thought you might be labeled as a troublemaker	32	35	32	24	NR	29	25
You thought it might hurt your performance evaluation/fitness report	19	19	20	25	NR	11	14
You thought it might hurt your career	37	40	35	NR	NR	27	28
You did not want to hurt the person's career or family	41	43	43	27	NR	35	38
You took other actions to handle the situation	4	5	4	5	NR	3	4
You took none of those actions	5	6	5	3	NR	6	NR
Margins of Error	±2%-5%	±4%-8%	±4%-10%	±6%-18%	--	±4%-11%	±8%-12%

Note. WGRR 2015 Q185.

**Table 63.**  
*Percent of Reserve Component Men Who Indicated Reasons for Not Reporting the One Situation, by Reserve Component*

Within Reserve Component Comparisons	Percent Indicating Yes						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
<b>Men</b>							
You thought it was not serious enough to report	48	48	NR	NR	NR	NR	NR
You did not want more people to know	35	29	NR	NR	NR	NR	NR
You did not want people to see you as weak	35	33	NR	NR	NR	NR	NR
You wanted to forget about it and move on	46	47	NR	NR	NR	NR	NR
You did not think your report would be kept confidential	17	18	NR	NR	NR	NR	NR
You did not think anything would be done	34	28	NR	NR	NR	NR	NR
You did not think you would be believed	20	20	NR	NR	NR	NR	NR
You did not trust the process would be fair	30	24	NR	NR	NR	NR	NR
You felt partially to blame	14	15	4	NR	NR	NR	NR
You thought other people would blame you	16	14	NR	NR	NR	NR	NR
You thought you might get in trouble for something you did	11	12	NR	NR	NR	NR	NR
You thought you might be labeled as a troublemaker	29	31	NR	NR	NR	NR	NR
You thought it might hurt your performance evaluation/fitness report	18	17	NR	NR	NR	NR	NR
You thought it might hurt your career	35	34	NR	NR	NR	NR	NR
You did not want to hurt the person's career or family	34	41	NR	NR	NR	NR	NR
You took other actions to handle the situation	3	NR	1	NR	NR	NR	NR
You took none of those actions	4	NR	NR	NR	NR	NR	NR
Margins of Error	±%7-11% 15%	±11%- 15%	±9%16%	--	--	--	--

Note. WGRR 2015 Q185.

**Table 64.**  
*Percent of Reserve Component Women Who Indicated Reasons for Not Reporting the One Situation, by Paygrade*

Within Paygrade Comparisons	Percent Indicating Yes				
	Overall	E1-E4	E5-E9	O1-O3/W1-W5	O4-O6
		Women			
You thought it was not serious enough to report	40	44	37	32	27
You did not want more people to know	59	64	55	46	58
You did not want people to see you as weak	30	32	28	19	39
You wanted to forget about it and move on	62	69	57	48	59
You did not think your report would be kept confidential	33	37	31	23	33
You did not think anything would be done	35	35	37	29	35
You did not think you would be believed	22	23	22	20	16
You did not trust the process would be fair	23	21	26	21	23
You felt partially to blame	39	43	33	37	27
You thought other people would blame you	32	35	30	25	26
You thought you might get in trouble for something you did	17	21	12	14	12
You thought you might be labeled as a troublemaker	32	34	32	22	31
You thought it might hurt your performance evaluation/fitness report	19	17	22	21	23
You thought it might hurt your career	37	38	36	36	37
You did not want to hurt the person's career or family	41	48	35	25	30
You took other actions to handle the situation	4	3	5	10	5
You took none of those actions	5	6	3	6	8
Margins of Error	±2%-5%	±4%-8%	±3%-6%	±7%-11%	±10%-13%

Note. WGRR 2015 Q185.

**Table 65.**

*Percent of Reserve Component Men Who Indicated Reasons for Not Reporting the One Situation, by Paygrade*

Percent Indicating Yes					
Within Paygrade Comparisons	Overall	E1-E4	E5-E9	O1-O3/W1-W5	O4-O6
<b>Men</b>					
You thought it was not serious enough to report	48	52	42	NR	NR
You did not want more people to know	35	35	33	NR	NR
You did not want people to see you as weak	35	39	30	NR	NR
You wanted to forget about it and move on	46	50	40	NR	NR
You did not think your report would be kept confidential	17	14	23	NR	NR
You did not think anything would be done	34	34	35	NR	NR
You did not think you would be believed	20	18	22	NR	NR
You did not trust the process would be fair	30	29	31	NR	NR
You felt partially to blame	14	12	15	NR	NR
You thought other people would blame you	16	14	20	NR	NR
You thought you might get in trouble for something you did	11	9	15	NR	NR
You thought you might be labeled as a troublemaker	29	24	40	NR	NR
You thought it might hurt your performance evaluation/fitness report	18	11	32	NR	NR
You thought it might hurt your career	35	30	43	NR	NR
You did not want to hurt the person's career or family	34	39	28	NR	NR
You took other actions to handle the situation	3	4	1	NR	NR
You took none of those actions	4	NR	5	NR	NR
Margins of Error	±7%-11%	±10%-16%	±4%-14%	--	--

Note. WGRR 2015 Q185.

**Appendix B.**

**Reasons for Not Reporting the One  
Situation of MEO Violations**



## Reasons for Not Reporting the One Situation of MEO Violations

**Table 66.**

*Percent of Reserve Component Women Who Indicated Reasons for Not Reporting the MEO One Situation, by Reserve Component*

Within Reserve Component Comparisons	Percent Indicating Yes						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
<b>Women</b>							
The offensive behavior stopped on its own	31	35	28	31	NR	24	32
You thought it was not serious enough to report	48	52	44	42	NR	46	50
You did not want more people to know	31	30	32	25	NR	32	28
You did not want people to see you as weak	33	33	34	28	28	32	34
You wanted to forget about it and move on	44	47	43	39	NR	38	45
You did not think anything would be done	46	45	48	44	NR	46	42
You did not think you would be believed	15	15	16	12	NR	13	17
You did not trust that the process would be fair	32	32	33	30	NR	31	31
You felt partially to blame	12	13	10	10	NR	10	13
You thought other people would blame you	22	24	20	17	13	20	23
You thought you might get in trouble for something you did	9	9	8	11	NR	9	9
You thought you might be labeled as a troublemaker	37	38	35	32	NR	41	41
You thought it might hurt your performance evaluation/fitness report	22	22	23	29	10	18	22
You thought it might hurt your career	34	34	31	31	NR	39	37
You did not want to hurt the person's career or family	28	31	28	23	NR	26	28
You were worried about retaliation by a supervisor or someone in your chain of command	26	27	25	22	NR	26	27
You were worried about retaliation by your coworkers or peers	27	27	27	27	NR	31	23
You took other actions to handle the situation	30	32	29	32	NR	25	26
None of the above	3	3	2	3	NR	3	2
<i>Margins of Error</i>	±1%-3%	±3%-5%	±2%-6%	±4%-9%	±9%-18%	±2%-.5%	±2%-6%

Note. WGRR 2015 Q185.

**Table 67.**

*Percent of Reserve Component Men Who Indicated Reasons for Not Reporting the MEO One Situation, by Reserve Component*

Within Reserve Component Comparisons Higher Response Lower Response	Percent Indicating Yes						
	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Men						
The offensive behavior stopped on its own	29	30	28	27	37	25	28
You thought it was not serious enough to report	44	45	40	50	41	53	46
You did not want more people to know	23	21	29	22	16	22	20
You did not want people to see you as weak	29	26	36	32	22	28	20
You wanted to forget about it and move on	37	36	43	35	25	27	28
You did not think anything would be done	41	36	46	47	44	45	44
You did not think you would be believed	16	14	21	13	14	13	15
You did not trust that the process would be fair	31	27	36	31	31	31	31
You felt partially to blame	6	5	7	8	2	5	5
You thought other people would blame you	12	9	16	13	8	18	8
You thought you might get in trouble for something you did	11	10	13	8	12	9	7
You thought you might be labeled as a troublemaker	32	28	34	30	28	42	33
You thought it might hurt your performance evaluation/fitness report	23	21	27	26	21	20	25
You thought it might hurt your career	31	33	28	26	21	41	33
You did not want to hurt the person's career or family	20	20	23	21	12	20	19
You were worried about retaliation by a supervisor or someone in your chain of command	27	25	29	27	17	30	35
You were worried about retaliation by your coworkers or peers	27	24	30	27	34	31	26
You took other actions to handle the situation	25	27	26	21	25	20	15
None of the above	5	5	5	NR	7	5	9
Margins of Error	±2%-5%	±3%-7%	±5%-9%	±9%-14%	±5%-17%	±5%-10%	±7%-11%

Note. WGRR 2015 Q185.

**Table 68.**

***Percent of Reserve Component Women Who Indicated Reasons for Not Reporting the MEO One Situation, by Paygrade***

Within Paygrade Comparisons	Percent Indicating Yes				
	Overall	E1-E4	E5-E9	O1-O3/W1-W5	O4-O6
<b>Women</b>					
The offensive behavior stopped on its own	31	40	27	23	19
You thought it was not serious enough to report	48	56	42	45	37
You did not want more people to know	31	33	29	29	22
You did not want people to see you as weak	33	32	34	32	32
You wanted to forget about it and move on	44	51	40	38	37
You did not think anything would be done	46	39	50	50	55
You did not think you would be believed	15	14	17	13	17
You did not trust that the process would be fair	32	26	37	34	37
You felt partially to blame	12	14	10	10	7
You thought other people would blame you	22	26	19	20	14
You thought you might get in trouble for something you did	9	10	10	9	4
You thought you might be labeled as a troublemaker	37	33	41	38	40
You thought it might hurt your performance evaluation/fitness report	22	16	25	26	36
You thought it might hurt your career	34	24	39	42	46
You did not want to hurt the person's career or family	28	36	25	20	14
You were worried about retaliation by a supervisor or someone in your chain of command	26	21	30	30	33
You were worried about retaliation by your coworkers or peers	27	23	32	26	25
You took other actions to handle the situation	30	29	31	33	29
None of the above	3	3	3	3	2
Margins of Error	±1%-3%	±3%-6%	±1%-3%	±2%-5%	±2%-5%

Note. WGRR 2015 Q185.

**Table 69.**

*Percent of Reserve Component Men Who Indicated Reasons for Not Reporting the MEO One Situation, by Paygrade*

Percent Indicating Yes					
Within Paygrade Comparisons	Overall	E1-E4	E5-E9	O1-O3/W1-W5	O4-O6
<b>Men</b>					
The offensive behavior stopped on its own	29	32	27	24	19
You thought it was not serious enough to report	44	51	37	37	29
You did not want more people to know	23	25	21	23	16
You did not want people to see you as weak	29	33	25	22	16
You wanted to forget about it and move on	37	40	33	33	23
You did not think anything would be done	41	39	42	43	48
You did not think you would be believed	16	17	15	16	15
You did not trust that the process would be fair	31	27	35	32	40
You felt partially to blame	6	7	5	2	3
You thought other people would blame you	12	14	11	9	8
You thought you might get in trouble for something you did	11	11	11	6	9
You thought you might be labeled as a troublemaker	32	28	35	32	44
You thought it might hurt your performance evaluation/fitness report	23	20	26	22	38
You thought it might hurt your career	31	29	32	37	46
You did not want to hurt the person's career or family	20	22	20	15	14
You were worried about retaliation by a supervisor or someone in your chain of command	27	23	32	28	34
You were worried about retaliation by your coworkers or peers	27	29	27	20	18
You took other actions to handle the situation	25	27	22	27	23
None of the above	5	3	7	7	11
Margins of Error	±2%-5%	±4%-8%	±3%-6%	±6%-9%	±7%-10%

Note. WGRR 2015 Q185.

**Appendix C.**  
**Specific Behaviors in Line with MEO**  
**Violation Rates**



## Specific Behaviors in Line with Estimated MEO Violation Rates

### Behaviors in Line With a Sexually Hostile Work Environment

This section takes a deeper look at the estimated sexually hostile work environment prevalence rates by the specific behaviors experienced. All prevalence rates in this section are estimates that have corresponding margins of error.

In 2015, for women, the top three estimated sexually hostile work environment prevalence rates by the behavior experienced were:

- Repeatedly told sexual “jokes” that made them uncomfortable, angry, or upset (8%);
- Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset (6%); and
- Made repeated attempts to establish an unwanted romantic relationship with you that made you uncomfortable, angry, or upset (6%).

In 2015, for men, the top three estimated sexually hostile work environment prevalence rates by the behavior experienced were:

- Repeatedly told sexual “jokes” that made them uncomfortable, angry, or upset (2%);
- Repeatedly suggesting that you do not act like a man is supposed to (2%); and
- Repeatedly told you about their sexual activities/making gestures that made you uncomfortable, angry, or upset (1%).

### ***Estimated Sexually Hostile Work Environment Prevalence Rates by Behaviors Experienced, by Gender and Year***

As shown in Table 70, in 2015, the percentage of those who indicated they experienced someone from work *repeatedly telling sexual “jokes”* was higher for women (2 percentage points higher than 2014). The percentage of those who indicated experiencing someone from work *telling them about their sexual activities/making gestures* was lower in 2015 for men (2 percentage points lower than 2014). The percentage of those who indicated experiencing someone from work *displaying/sending sexually explicit materials* was higher in 2015 for women (1 percentage points higher than 2014). All other estimated rates in Table 70 remained statistically unchanged compared to 2014. Significant differences between components and paygrades follow.

**Table 70.**  
*Estimated Sexually Hostile Work Environment Rate by Behaviors, by Gender and Year*

Percent Experienced			
2015 Trend Comparisons	Survey Year	Women	Men
↑ Higher Than 2014			
↓ Lower Than 2014			
Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset	2015	8↑	2
	2014	6	2
Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a man/woman is supposed to	2015	5	2
	2014	4	2
Displayed, showed, or sent sexually explicit materials that made you uncomfortable, angry, or upset	2015	3↑	1
	2014	2	1
Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset	2015	6	1
	2014	5	1
Repeatedly told you about their sexual activities/making gestures that made you uncomfortable, angry, or upset	2015	5	1↓
	2014	6	3
Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset	2015	5	1
	2014	4	2
Took or shared sexually suggestive pictures or videos of you when you did not want them to that made you uncomfortable, angry, or upset	2015	1	<1
	2014	1	<1
Made repeated attempts to establish an unwanted romantic or sexual relationship with you that made you uncomfortable, angry, or upset	2015	6	<1
	2014	5	<1
Intentionally touched you in a way when you did not want them to	2015	2	1
	2014	2	1
Repeatedly touched you in any other way	2015	5	1
	2014	4	1
<i>Margins of Error</i>		±1%-2%	±<1%-2%

Note. WGRR 2015 Q6-Q17, Q22-Q46.

### **Specific Breakouts for Women, by Reserve Component**

Breakouts are only described below for the top three sexually hostile work environment behaviors experienced by women by component. Refer to Table 71 for the complete list of behaviors with breakouts for women by component, shown in descending order.

- **Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset.** In 2015, women in the ARNG (10%) and USAR (9%) were more likely than women in the other Reserve components to indicate experiencing *someone from work repeatedly telling sexual “jokes,”* whereas women in the USNR, ANG (both 6%), and USAFR (5%) were less likely.
- **Made repeated sexual comments about your appearance or body.** In 2015, women in the ARNG (7%) and USAR (8%) were more likely than women in the other Reserve components to experience someone from work *making repeated sexual comments about*

*their appearance or body*, whereas women in the USNR (4%), ANG, and USAFR (both 3%) were less likely.

- **Made repeated attempts to establish an unwanted romantic or sexual relationship with you.** In 2015, women in the ARNG and USAR (both 7%) were more likely than women in the other Reserve components to experience someone from work making *repeated attempts to establish an unwanted romantic or sexual relationship with them*, whereas women in the ANG (2%) and USAFR (4%) were less likely.

**Table 71.**  
**Estimated Sexually Hostile Work Environment Rate by Behaviors for Women, by Reserve Component**

Within Reserve Component Comparisons	Percent Experienced						
	Women	ARNG	USAR	USNR	USMCR	ANG	USAFR
	Higher Response						
Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset	8	10	9	6	13	6	5
Made repeated sexual comments about your appearance or body	6	7	8	4	8	3	3
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	6	7	7	5	8	2	4
Repeatedly suggesting that you do not act like a woman is supposed to	5	6	5	3	7	3	2
Repeatedly asked you questions about your sex life or sexual interests	5	7	6	3	11	2	2
Repeatedly told you about their sexual activities/making gestures	5	6	5	4	9	3	2
Repeatedly touched you in any other way	5	6	5	4	4	3	3
Displayed, showed, or sent sexually explicit materials	3	4	3	2	5	2	1
Intentionally touched you in a way when you did not want them to	2	3	3	2	1	1	1
Took or shared sexually suggestive pictures or videos of you when you did not want them to	1	1	1	1	<1	<1	<1
<i>Margins of Error</i>	±1%	±1%	±1%	±1%	±1-8%	±1%	±1%

Note. WGRR 2015 Q6-Q17, Q22-Q46.

### ***Specific Breakouts for Men, by Component***

Breakouts are only described below for the top three sexually hostile work environment behaviors experienced by men by component. Refer to Table 72 for the complete list of behaviors with breakouts for men by component, shown in descending order.

- ***Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset.*** In 2015, men in the ARNG (2%) and USAR (2%) were more likely than men in the other Reserve components to indicate experiencing someone from work *repeatedly telling sexual “jokes,”* whereas men in the USNR, USMCR, ANG, and USAFR (all 1%) were less likely.
- ***Repeatedly suggesting that you do not act like a man is supposed to.*** In 2015, men in the ARNG (2%) were more likely than men in the other Reserve components to experience someone from work *suggesting that they do not act like a man is supposed to,* whereas men in the USNR, ANG, and USAFR (all 1%) were less likely.
- ***Repeatedly told you about their sexual activities/making gestures.*** In 2015, men in the ARNG (2%) were more likely than men in the other Reserve components to experience someone from work *repeatedly telling them about their sexual activities/making gestures,* whereas men in the USMCR, ANG, and USAFR (all 1%) were less likely.

**Table 72.**  
**Estimated Sexually Hostile Work Environment Rate by Behaviors for Men, by Reserve Component**

Within Reserve Component Comparisons	Percent Experienced						
	Men	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset	2	2	2	1	1	1	1
Repeatedly suggesting that you do not act like a man is supposed to	2	2	2	1	2	1	1
Repeatedly told you about their sexual activities/making gestures	1	2	1	1	1	1	1
Displayed, showed, or sent sexually explicit materials	1	1	1	<1	<1	<1	<1
Made repeated sexual comments about your appearance or body	1	1	1	<1	1	<1	<1
Repeatedly asked you questions about your sex life or sexual interests	1	1	1	1	1	<1	1
Intentionally touched you in a way when you did not want them to	1	1	1	1	1	<1	<1
Repeatedly touched you in any other way	1	1	2	1	1	1	1
Took or shared sexually suggestive pictures or videos of you when you did not want them to	<1	<1	1	<1	<1	<1	<1
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	<1	<1	1	<1	<1	<1	<1
<i>Margins of Error</i>	<i>±1%</i>	<i>±1%</i>	<i>±1%</i>	<i>±1%</i>	<i>±1%</i>	<i>±1%</i>	<i>±1%</i>

Note. WGRR 2015 Q6-Q17, Q22-Q46.

### **Specific Breakouts for Women, by Paygrade**

Breakouts are only described below for the top three sexually hostile work environment behaviors experienced by women by paygrade. Refer to Table 73 for the complete list of behaviors with breakouts for women by paygrade, shown in descending order.

- **Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset.** In 2015, senior enlisted women (5%) were less likely than women in the other paygrades to indicate experiencing someone *repeatedly telling sexual “jokes.”*
- **Made repeated sexual comments about your appearance or body.** In 2015, senior officer women (2%) were less likely than women in the other paygrades to experience someone from work *making repeated sexual comments about their appearance or body.*

- **Made repeated attempts to establish an unwanted romantic or sexual relationship with you.** In 2015, junior enlisted women (7%) were more likely than women in the other paygrades to experience someone from work making *repeated attempts to establish an unwanted romantic or sexual relationship with them*, whereas junior officers (5%) and senior officers (2%) were less likely.

**Table 73.**  
**Estimated Sexually Hostile Work Environment Rate by Behaviors for Women, by Paygrade**

Percent Experienced					
Within Paygrade Comparisons	Women	E1-E4	E5-E9	O1-O3/W1-W5	O4-O6
Higher Response					
Lower Response					
Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset	8	8	8	8	5
Made repeated sexual comments about your appearance or body	6	7	6	6	2
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	6	7	6	5	2
Repeatedly suggesting that you do not act like a woman is supposed to	5	4	5	5	3
Repeatedly asked you questions about your sex life or sexual interests	5	6	5	4	2
Repeatedly told you about their sexual activities/making gestures	5	5	5	3	2
Repeatedly touched you in any other way	5	6	5	4	2
Displayed, showed, or sent sexually explicit materials	3	3	3	3	1
Intentionally touched you in a way when you did not want them to	2	3	2	2	1
Took or shared sexually suggestive pictures or videos of you when you did not want them to	1	1	1	1	<1
Margins of Error	±1%	±1%	±1%	±1%	±1%

Note. WGRR 2015 Q6-Q17, Q22-Q46.

### **Specific Breakouts for Men, by Paygrade**

Breakouts are only described below for the top three sexually hostile work environment behaviors experienced by men by paygrade. Refer to Table 74 for the complete list of behaviors with breakouts for men by paygrade, shown in descending order.

- **Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset.** In 2015, junior enlisted men (2%) were more likely than men in the other paygrades to indicate experiencing someone *repeatedly telling sexual “jokes,”* whereas senior enlisted members, junior officers, and senior officers (all 1%) were less likely.

- ***Repeatedly suggesting that you do not act like a man is supposed to.*** In 2015, junior enlisted men (3%) were more likely than men in the other paygrades to experience someone from work making comments to them *suggesting that they do not act like a man is supposed to*, whereas senior enlisted members, junior officers, and senior officers (all 1%) were less likely.
- ***Repeatedly told you about their sexual activities/making gestures.*** In 2015, junior enlisted men (2%) were more likely than men in the other paygrades to experience someone from work *repeatedly telling them about their sexual activities/making gestures*, whereas senior enlisted members, junior officers (both 1%), and senior officers (<1%) were less likely.

**Table 74.**  
*Estimated Sexually Hostile Work Environment Rate by Behaviors for Men, by Paygrade*

Percent Experienced					
Within Paygrade Comparisons	Men	E1-E4	E5-E9	O1-O3/W1-W5	O4-O6
Higher Response					
Lower Response					
Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset	2	2	1	1	1
Repeatedly suggesting that you do not act like a man is supposed to	2	3	1	1	1
Repeatedly told you about their sexual activities/making gestures	1	2	1	1	<1
Displayed, showed, or sent sexually explicit materials	1	1	1	1	1
Made repeated sexual comments about your appearance or body	1	1	1	<1	<1
Repeatedly asked you questions about your sex life or sexual interests	1	2	1	1	<1
Intentionally touched you in a way when you did not want them to	1	1	1	<1	<1
Repeatedly touched you in any other way	1	2	1	1	<1
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	<1	<1	<1	<1	<1
Took or shared sexually suggestive pictures or videos of you when you did not want them to	<1	<1	<1	<1	<1
<i>Margins of Error</i>	±1%	±1%	±1%	±1%	±1%

Note. WGRR 2015 Q6-Q17, Q22-Q46.

### Behaviors in Line With Sexual Quid Pro Quo

This section takes a deeper look at the estimated sexual quid pro quo prevalence rates by the specific behaviors experienced.

### **Sexual Quid Pro Quo Behaviors, by Gender Year**

As shown in Table 75, in 2015, 1% of Reserve component women and less than 1% of Reserve component men indicated experiencing someone from work *making them feel as if they would get a military workplace benefit in exchange for doing something sexual*. The estimated rates remained statistically unchanged overall and for both women and men compared to 2014.

As shown in Table 75, in 2015, 1% of Reserve component women and less than 1% of Reserve component men indicated experiencing someone from work *making them feel like they would get punished or treated unfairly if they did not do something sexual*. Compared to 2014, the percentage of those who said they experienced someone from work *making them feel like they would get punished or treated unfairly if they did not do something sexual* was higher in 2015 for women (1 percentage points higher than 2014). The rates remained statistically unchanged overall and for men compared to 2014.

**Table 75.**  
*Estimated Sexual Quid Pro Quo Rate by Behaviors, by Gender and Year*

Percent Experienced				
2015 Trend Comparisons	Survey Year	Women	Men	
<b>↑ Higher Than 2014</b> <b>↓ Lower Than 2014</b>	2015	1	<1	
	2014	1	<1	
Made you feel like you would get punished or treated unfairly if you did not do something sexual	2015	1↑	<1	
	2014	<1	<1	
<i>Margins of Error</i>		±1%	±1%	

Note. WGRR 2015 Q18-Q19, Q47-Q48.

### **Specific Breakouts for Women, by Reserve Component**

- ***Made you feel as if you would get some military workplace benefit in exchange for doing something sexual.*** In 2015, women in the ARNG (1%) were more likely than women in the other Reserve components to indicate experiencing someone from work *making them feel as if they would get a military workplace benefit in exchange for doing something sexual*, whereas women in the ANG (1%) and USAFR (< 1%) were less likely (Table 76).
- ***Made you feel like you would get punished or treated unfairly if you did not do something sexual.*** In 2015, women in the ANG and USAFR (both <1%) were less likely than women in the other Reserve components to experience someone from work *making them feel like they would get punished or treated unfairly if they did not do something sexual*.

**Specific Breakouts for Men, by Reserve Component**

- **Made you feel as if you would get some military workplace benefit in exchange for doing something sexual.** In 2015, men in the ANG and USAFR (both <1%) were less likely than men in the other Reserve components to indicate experiencing someone from work *making them feel as if they would get a military workplace benefit in exchange for doing something sexual* (Table 76).
- **Made you feel like you would get punished or treated unfairly if you did not do something sexual.** In 2015, men in the ANG (<1%) were less likely than men in the other Reserve components to experience someone from work *making them feel like they would get punished or treated unfairly if they did not do something sexual*.

**Table 76.**  
*Estimated Sexual Quid Pro Quo Rate by Behaviors, by Gender and Reserve Component*

Percent Experienced							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
Made you feel as if you would get some military workplace benefit in exchange for doing something sexual	1	1	1	1	2	1	<1
Made you feel like you would get punished or treated unfairly if you did not do something sexual	1	1	1	1	2	<1	<1
<i>Margins of Error</i>	±1%	±1%	±1%	±1%	±4%	±1%	±1%
Men							
Made you feel as if you would get some military workplace benefit in exchange for doing something sexual	<1	<1	<1	<1	<1	<1	<1
Made you feel like you would get punished or treated unfairly if you did not do something sexual	<1	<1	<1	<1	<1	<1	<1
<i>Margins of Error</i>	±1%	±1%	±1%	±1%	±1%	±1%	±1%

Note. WGRR 2015 Q18-Q19, Q47-Q48.

**Specific Breakouts for Women, by Paygrade**

- **Made you feel as if you would get some military workplace benefit in exchange for doing something sexual.** In 2015, senior officer women (1%) were less likely than women in the other paygrades to indicate experiencing someone from work *making them feel as if they would get a military workplace benefit in exchange for doing something sexual* (Table 77).

- **Made you feel like you would get punished or treated unfairly if you did not do something sexual.** In 2015, junior officer (1%) and senior officer women (<1%) were less likely than women in the other paygrades to indicate experiencing someone from work *making them feel like they would get punished or treated unfairly if they did not do something sexual*.

### **Specific Breakouts for Men, by Paygrade**

- **Made you feel as if you would get some military workplace benefit in exchange for doing something sexual.** In 2015, junior officer men (<1%) were less likely than men in the other paygrades to indicate experiencing someone from work *making them feel as if they would get a military workplace benefit in exchange for doing something sexual* (Table 77).
- **Made you feel like you would get punished or treated unfairly if you did not do something sexual.** In 2015, junior officer men (<1%) were less likely than men in the other paygrades to indicate experiencing someone from work *making them feel like they would get punished or treated unfairly if they did not do something sexual*.

**Table 77.**  
**Estimated Sexual Quid Pro Quo Rate by Behaviors, by Gender and Paygrade**

Percent Experienced					
Within Paygrade Comparisons	Overall	E1-E4	E5-E9	O1-O3/W1-W5	O4-O6
<b>Women</b>					
Made you feel as if you would get some military workplace benefit in exchange for doing something sexual	1	1	1	1	1
Made you feel like you would get punished or treated unfairly if you did not do something sexual	1	1	1	1	<1
<i>Margins of Error</i>	±1%	±1%	±1%	±1%	±1%
<b>Men</b>					
Made you feel as if you would get some military workplace benefit in exchange for doing something sexual	<1	<1	<1	<1	<1
Made you feel like you would get punished or treated unfairly if you did not do something sexual	<1	<1	<1	<1	<1
<i>Margins of Error</i>	±1%	±1%	±1%	±1%	±1%

Note. WGRR 2015 Q18-Q19, Q47-Q48.

## Behaviors in Line With Gender Discrimination

This section takes a deeper look at the estimated gender discrimination prevalence rates by the specific behaviors experienced.

### **Gender Discrimination Behaviors, by Gender and Year**

As shown in Table 78, in 2015, 7% of Reserve component women and 1% of Reserve component men indicated experiencing someone from work *saying that men/women are not as good as men/women at their particular military job, or that men/women should be prevented from having their job*. The estimated rates remained statistically unchanged for both women and men compared to 2014.

As shown in Table 78, in 2015, 10% of Reserve component women and 1% of Reserve component men indicated experiencing someone from work who *mistreated, ignored, excluded, or insulted them because of their gender*. The estimated rates remained statistically unchanged overall and for both women and men compared to 2014.

**Table 78.**  
**Estimated Gender Discrimination Rate by Behaviors, by Gender and Year**

Percent Experienced			
2015 Trend Comparisons	Survey Year	Women	Men
↑ Higher Than 2014	2015	7	1
↓ Lower Than 2014	2014	6	1
Heard someone say that men/women were not as good as men/women at your particular military job, or that men/women should be prevented from having your job	2015	10	1
Mistreated, ignored, excluded, or insulted you because of your gender	2014	8	1
<i>Margins of Error</i>		±1%-2%	±1%

Note. WGRR 2015 Q20-Q21, Q49-Q50.

### **Specific Breakouts for Women, by Reserve Component**

- ***Heard someone say that women were not as good as men at your particular military job, or that women should be prevented from having your job.*** In 2015, women in the ARNG (8%) were more likely than women in the other Reserve components to indicate experiencing someone from work *saying that women are not as good as men at their particular military job, or that women should be prevented from having their job*, whereas women in the ANG (5%) and USAFR (4%) were less likely (Table 79).
- ***Mistreated, ignored, excluded, or insulted you because of your gender.*** In 2015, women in the ARNG (11%) were more likely than women in the other Reserve components to indicate experiencing someone from work that *mistreated, ignored, excluded, or insulted*

*them because of their gender*, whereas women in the USNR and ANG (both 8%) and USAFR (5%) were less likely.

### Specific Breakouts for Men, by Reserve Component

- *Heard someone say that men were not as good as women at your particular military job, or that men should be prevented from having your job.* In 2015, men in the USMCR, ANG, and USAFR (all <1%) were less likely than men in the other Reserve components to indicate experiencing someone from work *saying that men are not as good as women at their particular military job, or that men should be prevented from having their job* (Table 79).
- *Mistreated, ignored, excluded, or insulted you because of your gender.* In 2015, men in the USAR (2%) were more likely than men in the other Reserve components to indicate experiencing someone from work *mistreated, ignored, excluded, or insulted them because of their gender*, whereas men in the USMCR and ANG (both 1%) were less likely.

**Table 79.**  
*Estimated Gender Discrimination Rate by Behaviors, by Gender and Reserve Component*

Percent Experienced							
Within Reserve Component Comparisons	Overall	ARNG	USAR	USNR	USMCR	ANG	USAFR
Higher Response							
Lower Response							
Women							
Heard someone say that men/women were not as good as men/women at your particular military job, or that men/women should be prevented from having your job	7	8	7	6	14	5	4
Mistreated, ignored, excluded, or insulted you because of your gender	10	11	10	8	13	8	5
<i>Margins of Error</i>	±1%	±1%	±1%	±1%-2%	±7%	±1%	±1%
Men							
Said that men/women were not as good as men/women at your particular military job, or that men/women should be prevented from having your job	1	1	1	1	<1	<1	<1
Mistreated, ignored, excluded, or insulted you because of your gender	1	1	2	1	1	1	1
<i>Margins of Error</i>	±1%	±1%	±1%	±1%	±1%	±1%	±1%

Note. WGRR 2015 Q20-Q21, Q49-Q50.

### **Specific Breakouts for Women, by Paygrade**

- Said that women were not as good as men at your particular military job, or that women should be prevented from having your job. In 2015, senior enlisted women (8%) were more likely than women in the other paygrades to indicate experiencing someone from work saying that women are not as good as women at their particular military job, or that women should be prevented from having their job, whereas junior enlisted members (6%) were less likely (Table 80).
- Mistreated, ignored, excluded, or insulted you because of your gender. In 2015, senior enlisted women, junior officers, and senior officers (all 11%) were more likely than women in the other paygrades to indicate experiencing someone from work that mistreated, ignored, excluded, or insulted them because of their gender, whereas junior enlisted members (7%) were less likely.

### **Specific Breakouts for Men, by Paygrade**

There were no significant differences found between paygrades for men in 2015 for the gender discrimination rate by behaviors (Table 80).

**Table 80.**  
*Estimated Gender Discrimination Rate by Behaviors, by Gender and Paygrade*

Percent Experienced					
Within Paygrade Comparisons	Overall	E1-E4	E5-E9	O1-O3/W1-W5	O4-O6
<b>Women</b>					
Said that men/women were not as good as men/women at your particular military job, or that men/women should be prevented from having your job	7	6	8	7	7
Mistreated, ignored, excluded, or insulted you because of your gender	10	7	11	11	11
<i>Margins of Error</i>	±1%	±1%	±1%	±1%	±1%
<b>Men</b>					
Said that men/women were not as good as men/women at your particular military job, or that men/women should be prevented from having your job	1	1	1	1	1
Mistreated, ignored, excluded, or insulted you because of your gender	1	1	1	2	2
<i>Margins of Error</i>	±1%	±1%	±1%	±1%	±1%

Note. WGRR 2015 Q20-Q21, Q49-Q50.



## **Appendix D. Survey Instrument**



## Survey Instrument

Survey Sections	Web (Long Form)	Paper-And-Pen (Short Form)
Time reference	✓	✓
Gender-related MEO violations	✓	✓
Gender-related MEO violations with greatest effect	✓	
Experiences of sexual assault	✓	✓
Experiences of sexual assault with greatest effect	✓	✓
Outcomes associated with reporting the one sexual assault incident with the greatest effect	✓	✓
Personnel policy and practices	✓	
Your military workplace	✓	
Stress, health and well-being	✓	
Sexual assault/sexual harassment training	✓	
Reaction to sexual assault; and how are we doing	✓	



Defense Research, Surveys, and Statistics Center (RSSC)

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

### Survey Instrument





**Survey Instrument**



 Defense Research, Surveys,  
and Statistics Center (RSSC)

You have reached the redirect page for Department of Defense Research, Surveys, and Statistics Center (RSSC) surveys. You will be redirected to our contractor's web site (a secure .com site run by Data Recognition Corporation) to participate in the survey.

DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call DSN 372-1034 from any DoD or other government telephone with DSN for a list of current DMDC surveys. If you do not have access to a DSN telephone line, call 1-571-372-1034. The prerecorded list does not include surveys conducted by agencies other than DMDC.

- Please enter your Ticket Number below, then click the Continue button to access your survey.
- If you are not automatically transferred, click on the link: <http://www.dodsurvey.net>

To check if you have been selected to participate in the 2015 Workplace and Gender Relations Survey of Reserve Component members (2015 WGRR), please click the button below.

- Authorities: [10 USC 1782](#)
- Sponsor: [Office of the Under Secretary of Defense for Personnel and Readiness](#)
- Report Control Number: DD-P&R(AR)2145
- Contract: M67004-04-D-0018
- Survey Results: <http://www.dmdc.osd.mil/surveys> (Accessible by CAC/DS Logon)
- [Accessibility/Section 508](#)

**H&R Health & Readiness Surveys**

**2015 Workplace and Gender Relations Survey of Reserve Component Members**

**Welcome**

[Security Protection Advisory](#)      RCS# DD-P&R(QD)1947

You have been selected to take a survey about your workplace and gender experiences over the past year for military members. When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Advisory Statement
- Take the survey

Thank you for your time and participation.

**Section 508 Compliance**  
The U.S. Department of Defense is committed to making electronic and information technologies accessible to individuals with disabilities in accordance with [Section 508 of the Rehabilitation Act \(29 U.S.C. §794d\)](#), as amended in 1999. Send feedback or concerns related to the accessibility of this website to: [DoDSection508@osd.mil](mailto:DoDSection508@osd.mil). For more information about Section 508, please visit the [DoD Section 508 website](#). Last Updated: 08/13/2013

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

### PRIVACY ADVISORY

Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow DoD to better analyze all responses among varying demographic groups. Responding to this survey is voluntary. The survey is confidential. DoD is promising full confidentiality to those who were selected to participate in this important survey. Defense Manpower Data Center (DMDC) has received a federal "Certificate of Confidentiality" that provides DMDC with additional protection against any attempt to subpoena confidential survey records. Most people can complete the survey in 30 minutes. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative.

#### Additional Information

10 USC Sections 136, 1782, 2358 and Section 570 of the FY13 NDAA, authorize the Department of Defense to conduct this survey. Reports will be provided to the Department of Defense (DoD), each Military Department, and the Joint Chiefs of Staff.

Your responses could be used in future research. Results from these surveys will be posted on the web:  
[https://www.dmdc.osd.mil/app/dwp/dwp\\_surveys.jsp](https://www.dmdc.osd.mil/app/dwp/dwp_surveys.jsp)

DMDC uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service and gender).

Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research. In no case will individual identifiable survey responses be reported.

The data collection procedures are not expected to involve any risk or discomfort to you.

Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. DMDC performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual.

If you answer any items or indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, DMDC may notify an office in your area for appropriate action.

A respondent who experienced sexual harassment or unwanted sexual contact may experience discomfort and/or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort.

- If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime, you may want to contact a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).
  - To reach Military OneSource 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:  
Stateside: 1-800-342-9647  
Overseas: 00-800-3429-6477 or call collect 1-484-530-5908  
Worldwide: <http://www.militaryonesource.com/> or [www.sapr.mil/](http://www.sapr.mil/)
- If you are a victim of sexual harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local sexual harassment or equal opportunity office.
  - To reach a hotline for your Service, call:

**Army:** 1-800-267-9964

**Marine Corps:** 703-784-9371

**Navy:** 1-800-253-0931

**Air Force:** 1-800-616-3775

**If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-6522/703-681-8320 or e-mail [DHRA.R202.PR@mail.mil](mailto:DHRA.R202.PR@mail.mil).**

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to October 19, 2015. Please include in the e-mail or phone message your name and Ticket Number. Unless withdrawn, partially completed survey data may be used after that date.

**Click Continue if you agree to take the survey.**

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

### HOW TO CONTACT US

If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:

- **Call:** 1-800-881-5307
- **E-mail:** [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil)
- **Fax:** 1-763-268-3002

### FREQUENTLY ASKED QUESTIONS

#### What is Defense Manpower Data Center (DMDC)?

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in the Department of Defense (DoD). DMDC also conducts Joint-Service surveys including the Status of Forces Surveys, QuickCompass Surveys, and Health and Readiness Surveys for the DoD. To learn more, visit the DMDC website.

<http://www.dmdc.osd.mil/>

#### What is the Health and Readiness Program?

- Health and Readiness is a DoD personnel program that features paper and web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members, on the full range of personnel issues.

#### How do I know this is an official, approved DoD survey?

- In accordance with DoD Instruction 8910.01, all data collection in DoD must be licensed and show that license as a Report Control Symbol (RCS). The RCS for this survey is RCS# DD-P&R(QD)1947.

#### How did you pick me?

- DMDC uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service and gender).

#### Why should I participate?

- This is your chance to be heard on issues that directly affect you, including policies and practices regarding general workplace respect issues as well as sexual assault, and other gender-related issues.
- Your responses on this survey **make a difference**.

#### What is [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil)?

- The official e-mail address for communicating with military members about Health and Readiness. "WGR-Survey" is short for Workplace and Gender Relations Survey.

#### Why am I being asked to use the web?

- Web administration enables us to get survey results to senior Defense leaders faster.

#### Why are you using a .net instead of a .mil domain to field your survey?

- The survey is administered by our contractor, Data Recognition Corporation, an experienced survey operations company. The survey collection tool starts on a .mil site within DMDC. Once you enter your ticket number, you are redirected to a contractor site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.

#### Do I have to answer all questions?

- No, it is not necessary to answer every question. Within the survey screen, you have four control buttons: *Next Page* (→), *Previous Page* (←), *Clear Responses*, and *Save and Return Later*. Use these buttons to navigate through the survey or skip questions. Use *Save and Return Later* to give yourself flexibility to complete the survey at a convenient time. When you return to the survey website, enter your Ticket Number to get to the place in the survey where you had stopped.

#### Why does the survey ask personal questions?

- DMDC reports overall results, as well as by other characteristics, such as race (minority/not minority), gender, etc. To complete these analyses, we must ask demographic information from respondents.

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**2015 Workplace and Gender Relations Survey of Reserve Component Members**

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- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

**Will my answers be kept private?**

- All data will be reported in the aggregate and no individual data will be reported.
- We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).

**Can I withdraw my answers once I have started the survey?**

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to October 19, 2015 by sending an e-mail to [wgr-survey@mail.mil](mailto:wgr-survey@mail.mil) or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.

**Will I ever see the results of the survey?**

- DMDC posts survey results on the following website:

[https://www.dmdc.osd.mil/app/dwp/dwp\\_surveys.jsp](https://www.dmdc.osd.mil/app/dwp/dwp_surveys.jsp)

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

2016

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

### GLOSSARY

Term	Description
X_Date	The web survey was programmed to display the current date minus one year to accurately reflect the previous 12 months for each individual participant.  <b>Example:</b> 1. Were you a member of a Reserve component on [X Date]? <input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No, I was separated or retired
MEO_FLAG	Flag created from any positive endorsement of the following questions: Q16, Q23, Q24, Q26, Q27, Q29, Q30, Q32, Q33, Q35, Q36, Q38, Q39, Q40, Q42, Q43, Q45, Q46, Q47a, Q47b, Q47c, Q48a, Q48b, Q48c, Q49, Q50.  <b>Example:</b> 55. [Ask if [MEO_FLAG] = "True"] Was/were the upsetting experience(s) the result of behavior by... <input checked="" type="checkbox"/> One person? <input checked="" type="checkbox"/> A group of people in the same setting? <input checked="" type="checkbox"/> Different people in different situations?
SAFLAG	Flag created from any positive endorsement of the following questions: Q68-70, Q74-Q80, Q84-87, Q90-Q96 Q100-103, Q106-Q113, Q116-119, Q122-Q128, Q132-135, Q138-Q144, Q148-151, Q154-Q160. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q67, Q81, Q97, Q113, Q129, Q145.
SA1FLAG	Flag created from any positive endorsement of the following questions: Q68-70, Q74-Q80. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q67.
SA2FLAG	Flag created from any positive endorsement of the following questions: Q84-87, Q90-Q96. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q81.
SA3FLAG	Flag created from any positive endorsement of the following questions: Q100-103, Q106-Q113. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q97.
SA4FLAG	Flag created from any positive endorsement of the following questions: Q116-119, Q122-Q128. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q113.
SA5FLAG	Flag created from any positive endorsement of the following questions: Q132-135, Q138-Q144. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q129.
SA6FLAG	Flag created from any positive endorsement of the following questions: Q148-151, Q154-Q160. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q145.
SA2FLAGCUM	Flag created from any positive endorsement of the following questions: Q68-70, Q74-Q80, Q84-87, Q90-Q96. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q67, or Q81.
SA3FLAGCUM	Flag created from any positive endorsement of the following questions: Q68-70, Q74-Q80, Q84-87, Q90-Q96 Q100-103, Q106-Q113. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q67, or Q81, or Q97.
SA4FLAGCUM	Flag created from any positive endorsement of the following questions: Q68-70, Q74-Q80, Q84-87, Q90-Q96 Q100-103, Q106-Q113, Q116-119, Q122-Q128. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q67, or Q81, or Q97, or Q113.
SA5FLAGCUM	Flag created from any positive endorsement of the following questions: Q68-70, Q74-Q80, Q84-87, Q90-Q96 Q100-103, Q106-Q113, Q116-119, Q122-Q128, Q132-135, Q138-Q144. Endorsement of these items indicates meeting the USMJ definition of sexual assault based on Q67, or Q81, or Q97, or Q113, or Q129.
SACOUNT	Flag created from any positive endorsement of the following questions: Q67, Q81, Q97, Q113, Q129, Q145.

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

### BACKGROUND INFORMATION

Thank you for agreeing to participate in this important study. Please answer each question thoughtfully and truthfully. This will allow us to provide an accurate picture of the different experiences of today's military members. If you prefer not to answer a specific question for any reason, just leave it blank. Some of the questions in this survey will be personal. For your privacy, you may want to take this survey where other people won't see your screen.

**1. Were you a member of a Reserve component on [X Date]?**

- Yes
- No, I was separated or retired

**2. Are you...?**

- Male
- Female

### TIME REFERENCE

Most of this survey asks about experiences that have happened within the past 12 months. When answering these questions, please do NOT include any events that occurred before [Day of Week, X Date].

Please try to think of any important events in your life that occurred near [X Date] such as birthdays, weddings, or family activities. These events can help you remember which things happened before [X Date] and which happened after as you answer the rest of the survey questions.

The following questions will help you think about your life one year ago.

**3. Do you currently live in the same house or building that you did on [X Date]?**

- Yes
- No
- Do not remember

**4. Are you the same rank today that you were on [X Date]?**

- Yes
- No
- Do not remember

**5. Were you married or dating someone on [X Date]?**

- Yes
- No
- Do not remember

The first part of this survey asks about experiences that happened while you were on military duty, including National Guard or Reserve duty such as weekend drills, annual training, and any period in which you were on active duty. Do not include experiences that happened in your non-military job.

### GENDER-RELATED EXPERIENCES IN THE MILITARY

In this section, you will be asked about several things that someone from work might have done to you that were upsetting or offensive, and that happened AFTER [X Date].

When the questions say "someone from work," please include any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units.

These things may have occurred on-duty or off-duty, on-base or off-base. Please include them as long as the person who did them to you was someone from your military work.

Remember, all the information you share will be kept confidential to the extent permitted by law.

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

**6. Since [X Date], did someone from work repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?**

- Yes
- No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

**7. Since [X Date], did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like a [man] [woman] is supposed to? For example, by calling you [a woman, a fag, or gay] [a dyke or butch].**

- Yes
- No

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

2016

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

8. Since [X Date], did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset?

Yes  
 No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

8. Since [X Date], did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

Yes  
 No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

10. Since [X Date], did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

Yes  
 No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

11. Since [X Date], did someone from work repeatedly tell you about their sexual activities or make sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch) in a way that made you uncomfortable, angry, or upset?

Yes  
 No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

12. Since [X Date], did someone from work either take or share sexually suggestive pictures or videos of you when you did not want them to?

Yes  
 No

13. [Ask if Q12 = "Yes"] Did this make you uncomfortable, angry, or upset?

Yes  
 No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

14. Since [X Date], did someone from work make repeated attempts to establish an unwanted romantic or sexual relationship with you?

These could range from repeatedly asking you out for coffee to asking you for sex or a "hookup."

Yes  
 No

15. [Ask if Q14 = "Yes"] Did these attempts make you uncomfortable, angry, or upset?

Yes  
 No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

16. Since [X Date], did someone from work intentionally touch you in a sexual way when you did not want them to? This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.

Yes  
 No

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

- 17. [Ask if Q18 = "No" or Q16 = 1] Since [X Date], did someone from work repeatedly touch you in any other way that made you uncomfortable, angry, or upset? This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.**

Yes  
 No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

- 18. Since [X Date], has someone from work made you feel as if you would get some military workplace benefit in exchange for doing something sexual?** For example, they might hint that they would give you a good evaluation/fitness report, a better assignment, or better treatment at work in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

Yes  
 No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

- 19. Since [X Date], has someone from work made you feel like you would get punished or treated unfairly in the military workplace if you did not do something sexual?** For example, they hinted that they would give you a bad evaluation/fitness report, a bad assignment, or bad treatment at work if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.

Yes  
 No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

- 20. Since [X Date], did you hear someone from work say that [men] [women] are not as good as [women] [men] at your particular military job, or that [men] [women] should be prevented from having your job?**

Yes  
 No

"Someone from work" includes any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These things may have occurred off-duty or off-base. Please include them as long as the person who did them to you was someone from your military work.

- 21. Since [X Date], do you think someone from work mistreated, ignored, excluded, or insulted you because you are a [man] [woman]?**

Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling sexual "jokes."

- 22. [Ask if Q6 = "Yes"] Do you think the person(s) doing it knew that you or someone else wanted them to stop?**

Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling sexual "jokes."

- 23. [Ask if Q6 = "Yes" and Q22 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

Yes  
 No

- 24. [Ask if Q6 = "Yes" and ((Q22 = "Yes" and (Q23 = "No" or Q23 = 1)) or (Q22 = "No"))]] Do you think that this was ever severe enough that most [men] [women] in the military would have been offended by these jokes if they had heard them? If you are not sure, choose the best answer.**

Yes  
 No

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You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by repeatedly suggesting that you do not act like a [man] [woman] is supposed to. For example, by calling you [a woman, a fag, or gay] [a dyke or butch].

25. [Ask if Q7 = "Yes"] Do you think the person(s) doing it knew that you or someone else wanted them to stop?

Yes  
 No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by repeatedly suggesting that you do not act like a [man] [woman] is supposed to. For example, by calling you [a woman, a fag, or gay] [a dyke or butch].

26. [Ask if Q7 = "Yes" and Q25 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

Yes  
 No

27. [Ask if Q7 = "Yes" and ((Q25 = "Yes" and (Q28 = "No" or Q28 = .)) or (Q25 = "No" and (Q28 = "Yes" or Q28 = .))) Do you think that this was ever severe enough that most [men] [women] in the military would have been offended if someone had said these things to them? If you are not sure, choose the best answer.

Yes  
 No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by displaying, showing, or sending sexually explicit materials like pictures or videos.

28. [Ask if Q8 = "Yes"] Do you think the person(s) doing it knew that you or someone else wanted them to stop?

Yes  
 No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by displaying, showing, or sending sexually explicit materials like pictures or videos.

29. [Ask if Q8 = "Yes" and Q28 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

Yes  
 No

30. [Ask if Q8 = "Yes" and ((Q28 = "Yes" and (Q28 = "No" or Q28 = .)) or (Q28 = "No" and (Q28 = "Yes" or Q28 = .))) Do you think that this was ever severe enough that most [men] [women] in the military would have been offended by seeing these sexually explicit materials? If you are not sure, choose the best answer.

Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated sexual comments about your appearance or body.

31. [Ask if Q9 = "Yes"] Do you think the person(s) doing it knew that you or someone else wanted them to stop?

Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated sexual comments about your appearance or body.

32. [Ask if Q9 = "Yes" and Q31 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

Yes  
 No

33. [Ask if Q9 = "Yes" and ((Q31 = "Yes" and (Q32 = "No" or Q32 = .)) or (Q31 = "No" and (Q32 = "Yes" or Q32 = .))) Do you think that this was ever severe enough that most [men] [women] in the military would have been offended if these remarks had been directed to them? If you are not sure, choose the best answer.

Yes  
 No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by asking you questions about your sex life or sexual interests.

34. [Ask if Q10 = "Yes"] Do you think the person(s) doing it knew that you or someone else wanted them to stop?

Yes  
 No

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You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by asking you questions about your sex life or sexual interests.

35. [Ask if Q10 = "Yes" and Q34 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

Yes  
 No

36. [Ask if Q10 = "Yes" and ((Q34 = "Yes" and (Q35 = "No" or Q35 = .)) or (Q34 = "No" and (Q35 = .))) Do you think that this was ever severe enough that most [men] [women] in the military would have been offended if they had been asked these questions? If you are not sure, choose the best answer.

Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling you about their sexual activities or making sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch).

37. [Ask if Q11 = "Yes"] Do you think the person(s) doing it knew that you or someone else wanted them to stop?

Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling you about their sexual activities or making sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch).

38. [Ask if Q11 = "Yes" and Q37 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

Yes  
 No

39. [Ask if Q11 = "Yes" and ((Q37 = "Yes" and (Q38 = "No" or Q38 = .)) or (Q37 = "No" and (Q38 = .))) Do you think that this was ever severe enough that most [men] [women] in the military would have been offended by hearing about these sexual activities or by having someone make sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch)? If you are not sure, choose the best answer.

Yes  
 No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by taking or sharing sexually suggestive pictures or videos of you when you did not want them to.

40. [Ask if Q12 = "Yes" and Q13 = "Yes"] Do you think that this was ever severe enough that most [men] [women] in the military would have been offended if it happened to them? If you are not sure, choose the best answer.

Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated attempts to establish an unwanted romantic or sexual relationship with you.

41. [Ask if Q14 = "Yes" and Q15 = "Yes"] Do you think the person(s) doing it knew that you or someone else wanted them to stop?

Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated attempts to establish an unwanted romantic or sexual relationship with you.

42. [Ask if Q14 = "Yes" and Q15 = "Yes" and Q41 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

Yes  
 No

43. [Ask if Q14 = "Yes" and Q15 = "Yes" and ((Q41 = "Yes" and (Q42 = "No" or Q42 = .)) or (Q41 = "No" and (Q42 = .))) Do you think that this was ever severe enough that most [men] [women] in the military would have been offended by these unwanted attempts? If you are not sure, choose the best answer.

Yes  
 No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by touching you unnecessarily.

44. [Ask if (Q16 = "No" or Q16 = .) and Q17 = "Yes"] Do you think the person(s) doing it knew that you or someone else wanted them to stop?

Yes  
 No

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You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by touching you unnecessarily.

45. [Ask if (Q16 = "No" or Q16 = .) and Q17 = "Yes" and Q44 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

- Yes  
 No

46. [Ask if (Q16 = "No" or Q16 = .) and Q17 = "Yes" and ((Q44 = "Yes" and (Q45 = "No" or Q46 = .)) or (Q44 = "No"))] Do you think that this was ever severe enough that most [men] [women] in the military would have been offended by this unnecessary touching? If you are not sure, choose the best answer.

- Yes  
 No

You indicated that, after [X Date], someone from work made you feel as if you would get some military workplace benefit in exchange for doing something sexual.

47. [Ask if Q18 = "Yes"] What led you to believe that you would get a military workplace benefit if you agreed to do something sexual? Mark "Yes" or "No" for each item.

- |  | No                       | Yes                                 |
|--|--------------------------|-------------------------------------|
| a. They told you that they would give you a reward or benefit for doing something sexual .....   | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. They hinted that you would get a reward or benefit for doing something sexual. For example, they reminded you about your evaluation/fitness report about the same time that they expressed sexual interest..... | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Someone else told you they got benefits from this person by doing sexual things.....  | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. You heard rumors from other people that this person treated others better in exchange for doing sexual things.....  | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Based on what you knew about their personality, you thought you could get a benefit.....  | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

You indicated that, after [X Date], someone from work made you feel as if you would get punished or treated unfairly in the military workplace if you did not do something sexual.

48. [Ask if Q19 = "Yes"] What led you to believe that you would get punished or treated unfairly in the military workplace if you did not do something sexual? Mark "Yes" or "No" for each item.

- |   | No                       | Yes                                 |
|---|--------------------------|-------------------------------------|
| a. They told you that you would be punished or treated unfairly if you did not do something sexual.....   | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. They hinted that you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your evaluation/fitness report near the same time that they expressed sexual interest..... | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual.....  | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. You heard rumors from other people that this person treated others badly unless they were willing to do sexual things.....   | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Based on what you knew about their personality, you thought you might get punished or treated unfairly.....  | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

You indicated that, after [X Date], someone from work said that [men] [women] are not as good as [women] [men] at your particular military job, or that they should be prevented from having your job.

49. [Ask if Q20 = "Yes"] Do you think their beliefs about [men] [women] ever harmed or limited your military job/career? For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

- Yes  
 No

You indicated that, after [X Date], someone from work mistreated, ignored, excluded, or insulted you because you are a [man] [woman].

50. [Ask if Q21 = "Yes"] Do you think this treatment ever harmed or limited your military job/career? For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

- Yes  
 No

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Earlier you answered questions about upsetting or offensive things that someone from work did since [X Date].

- 51.** [Ask if Q6 = "Yes" or Q7 = "Yes" or Q8 = "Yes" or Q9 = "Yes" or Q10 = "Yes" or Q11 = "Yes" or Q12 = "Yes" or Q14 = "Yes" or Q16 = "Yes" or Q17 = "Yes" or Q18 = "Yes" or Q19 = "Yes" or Q20 = "Yes" or Q21 = "Yes"] **Of the behaviors that you selected as happening to you, how many do you consider to have been sexual harassment?**

- None were sexual harassment
- Some were sexual harassment; some were not sexual harassment
- All were sexual harassment

Earlier you answered questions about upsetting or offensive things that someone from work did since [X Date].

- 52.** [Ask if Q6 = "Yes" or Q7 = "Yes" or Q8 = "Yes" or Q9 = "Yes" or Q10 = "Yes" or Q11 = "Yes" or Q12 = "Yes" or Q14 = "Yes" or Q16 = "Yes" or Q17 = "Yes" or Q18 = "Yes" or Q19 = "Yes" or Q20 = "Yes" or Q21 = "Yes"] **Of the behaviors that you selected as happening to you, how many do you consider to have been gender discrimination? For example, treating you unfavorably because you are a [man] [woman]?**

- None were gender discrimination
- Some were gender discrimination; some were not gender discrimination
- All were gender discrimination

### GENDER-RELATED EXPERIENCES IN THE MILITARY WITH BIGGEST EFFECT

Based on your answers earlier, it appears that at least one person you worked with in the last 12 months acted in a way that created an upsetting or offensive work environment.

- 53.** [Ask if [MEO\_FLAG] = "True"] The following section includes additional questions about the upsetting situation(s) you experienced, including those situations in which someone from work...

- a. Repeatedly told sexual jokes
- b. Repeatedly suggested that you do not act like a [man] [woman] is supposed to
- c. Displayed, showed you, or sent you sexually explicit materials like pictures or videos
- d. Repeatedly told you about their sexual activities
- e. Repeatedly asked you questions about your sex life or sexual interests
- f. Made repeated sexual comments about your appearance or body
- g. Took or shared sexually suggestive pictures or videos of you
- h. Made repeated attempts to establish an unwanted romantic or sexual relationship with you

- i. Touched you in a sexual way
- j. Touched you in any way that made you uncomfortable, angry, or upset
- k. Made you feel like you would get some workplace benefit in exchange for doing something sexual
- l. Made you feel like you would get punished or treated unfairly if you refused to do something sexual
- m. Said that [men][women] are not as good as [women][men] at your job, or that they should be prevented from having that job
- n. Mistreated, ignored, or insulted you because you were a [man][woman]

You indicated you had at least one upsetting experience. Please think about the one situation since [X date] that had the biggest effect on you—the one you consider to be the worst or most serious.

- 54.** [Ask if [MEO\_FLAG] = "True"] Would you consider that experience to be... **Mark "Yes" or "No" for each item.**

No	Yes
a. Hostile work environment? For example, unwelcome sexual advances, used language/behavior/jokes of a sexual nature, or offensive physical conduct.....	<input type="checkbox"/> <input checked="" type="checkbox"/>
b. Quid pro quo? For example, someone implied preferential treatment in exchange for your sexual cooperation.....	<input type="checkbox"/> <input checked="" type="checkbox"/>
c. Gender discrimination? For example, mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes.....	<input type="checkbox"/> <input checked="" type="checkbox"/>

You indicated you had at least one upsetting experience. Please think about the one situation since [X date] that had the biggest effect on you—the one you consider to be the worst or the most serious.

- 55.** [Ask if [MEO\_FLAG] = "True"] Was/were the upsetting experience(s) the result of behavior by...

- One person?
- A group of people in the same setting?
- Different people in different situations?

You indicated that you had several experiences like this happen to you. For the next series of questions that refer to the "upsetting experiences" please think about the one situation since [X Date] that had the biggest effect on you—the one you consider to be the worst or most serious.

- 56.** [Ask if [MEO\_FLAG] = "True" and Q55 = "Different people in different situations"] Was the upsetting behavior in that situation due to...

- One person?
- A group of people?

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57. [Ask if [MEO\_FLAG] = "True"] Was/were this person(s)...

- Men?
- Women?
- A mix of men and women?

58. [Ask if [MEO\_FLAG] = "True"] Was/Were the person(s) who acted this way... Mark "Yes" or "No" for each item.

No	
	Yes
a. One of your work supervisors? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. One of your unit leaders? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. One of your peers at about the same level? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d. One of your subordinates or someone you manage? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

59. [Ask if [MEO\_FLAG] = "True"] At the time of the upsetting situation, was/were any of the person(s)... Mark one answer for each item.

Do not know	
	No
a. Military members of higher rank than you? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Military members of about the same rank as you? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. Military members of lower rank than you? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d. Civilians/contractors working for the military? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

60. [Ask if [MEO\_FLAG] = "True"] Thinking about this situation, about how long did these upsetting behaviors continue? If the situation is still happening, indicate how long it has been going on.

- It happened one time
- About one week
- About one month
- A few months
- A year or more

61. [Ask if [MEO\_FLAG] = "True"] Thinking about this upsetting situation... Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X DATE], mark "No."

No	
	Yes
a. Did it occur on a military installation/ship, armory, Guard or Reserve unit site? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Did it occur while you were on TDY/TAD, at sea, or during field exercises/alerts? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. Did it occur while you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d. Did it occur during recruit training/basic training? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
e. Did it occur in a civilian location? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

62. [Ask if [MEO\_FLAG] = "True"] Thinking about this upsetting situation... Mark "Yes" or "No" for each item.

No	
	Yes
a. Did you request a transfer or other change of assignment as a result of the situation? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Did it make you want to leave the military? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. Did this situation ever make it hard to do your job or complete your work? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d. Did this situation ever make your workplace either less productive or compromise your unit's mission? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
e. Did you take a sick call day or any other type of leave because of this situation? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
f. Did this situation negatively affect your evaluation/fitness reports or promotions? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
g. Did this situation either cause arguments in the workplace or damage unit cohesion? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
h. Did this situation damage your relationships with coworkers? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
i. Did this situation damage your other personal relationships, for example, with your spouse or a friend? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

63. [Ask if [MEO\_FLAG] = "True"] Thinking about this upsetting situation... Mark "Yes" or "No" for each item.

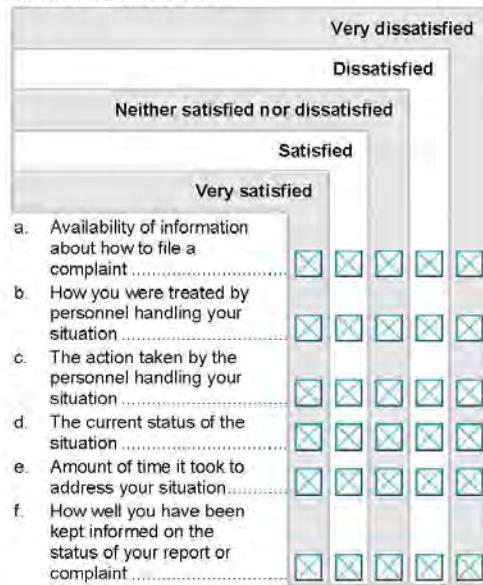
No	
	Yes
a. Did you discuss this situation with your friends, family, or co-workers? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Did you discuss this situation with a chaplain, counselor, or medical person? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. Did you discuss this situation with a work supervisor or anyone up your chain of command? .....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

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	No	
	..... d. Did you officially report this situation as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Equal Opportunity regulations?.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
64. [Ask if [MED_FLAG] = "True" and (Q63 c = "Yes" or Q63 d = "Yes")] What actions were taken in response to your discussing/reporting the situation? <i>Mark one answer for each item.</i>	Do not know	
	No	
	..... a. No action was taken because you asked for the discussion to be kept private.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... b. You discussed the situation, but no action was taken because you chose not to give enough details about the situation.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... c. The person you told took no action.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... d. The rules on harassment were explained to everyone in the workplace.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... e. Someone talked to the person(s) to ask them to change their behavior.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... f. Your work station or duties were changed to help you avoid that person(s).....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... g. The person(s) was/were moved or reassigned so that you did not have as much contact with them.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... h. There was some official career action taken against the person(s) for their upsetting behavior. For example, a negative evaluation/fitness report.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... i. The person(s) stopped their upsetting behavior.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... j. You were encouraged to drop the issue.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... k. You were discouraged from filing a formal complaint.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... l. The person(s) who did this retaliated against you for complaining. For example, their upsetting behavior became worse or they threatened you.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... m. Your coworkers treated you worse, avoided you, or blamed you for the problem.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	
	..... n. Your supervisor punished you for bringing it up. For example, loss of privileges, denied promotion/training, transferred to less favorable job.....  <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	

- 65. [Ask if [MEO\_FLAG] = "True" and (Q63 c = "Yes" or Q63 d = "Yes")] How satisfied were/are you with the following aspects of how the discussion or report was handled? *Mark one answer for each item.***



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- 66.** [Ask if [MEO\_FLAG] = "True" and (Q63 c = "No" or Q63 d = "No")] What were your reasons for not discussing it with someone above you in your chain of command and not reporting it to a person who enforces sexual harassment regulations? **Mark all that apply.**
- The offensive behavior stopped on its own
  - You thought it was not serious enough to report
  - You did not want more people to know
  - You did not want people to see you as weak
  - You wanted to forget about it and move on
  - You did not think anything would be done
  - You did not think you would be believed
  - You did not trust that the process would be fair
  - You felt partially to blame
  - You thought other people would blame you
  - You thought you might get in trouble for something you did
  - You thought you might be labeled as a troublemaker
  - You thought it might hurt your performance evaluation/fitness report
  - You thought it might hurt your career
  - You did not want to hurt the person's career or family
  - You were worried about retaliation by a supervisor or someone in your chain of command
  - You were worried about retaliation by your military co-workers or peers
  - You took other actions to handle the situation
  - None of the above

### GENDER-RELATED EXPERIENCES

Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted experiences of an abusive, humiliating, or sexual nature.

These types of unwanted experiences vary in severity. Some of them could be viewed as an assault. Others could be viewed as hazing or some other type of unwanted experience. They can happen to both women and men.

The next questions include some graphic words. They describe events that DoD regulations define with precise anatomical language. It is important to use the same names for specific body parts that the DoD uses. This is the best way to determine whether or not people have had these types of experiences.

When answering these questions, please include experiences no matter who did it to you or where it happened. It could be done to you by a male or female, military member or civilian, someone you knew or a stranger.

Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about events that happened [X Date]. You will have an opportunity to describe experiences that happened BEFORE [X Date] later in the survey.

- 67. Since [X Date], did you have any unwanted experiences in which someone put his penis into your [anus or mouth] [vagina, anus, or mouth]?**

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 68. [Ask if Q67 = "Yes"] They continued even when you told them or showed them that you were unwilling.**

- Yes
- No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 69. [Ask if Q67 = "Yes"] They used physical force to make you comply.** For example, they grabbed your arm or used their body weight to hold you down.

- Yes
- No

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 70. [Ask if Q67 = "Yes"] They physically injured you.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 71. [Ask if Q67 = "Yes"] They threatened to physically hurt you (or someone else).**

Yes  
 No

- 72. [Ask if Q67 = "Yes" and Q71 = "Yes"] Did they threaten you (or someone else) with a weapon?**

Yes  
 No

- 73. [Ask if Q67 = "Yes" and Q71 = "Yes"] Did they threaten to seriously injure, kill, or kidnap you (or someone else)?**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 74. [Ask if Q67 = "Yes"] They threatened you (or someone else) in some other way. For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 75. [Ask if Q67 = "Yes"] They did it when you were passed out, asleep, or unconscious.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 76. [Ask if Q67 = "Yes"] They did it when you were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 77. [Ask if Q67 = "Yes"] They tricked you into thinking that they were someone else or that they were allowed to do it for a professional purpose (like a person pretending to be a doctor).**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 78. [Ask if Q67 = "Yes"] They made you so afraid that you froze and could not tell them or show them that you were unwilling.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 79. [Ask if Q67 = "Yes"] They did it after you had consumed so much alcohol that the next day you could not remember what happened.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 80. [Ask if Q67 = "Yes"] It happened without your consent.**

Yes  
 No

2015 Workplace and Gender Relations Survey of Reserve Component Members

- 81.** Since [X Date], did you have any unwanted experiences in which someone put any object or any body part other than a penis into your [anus or mouth] [vagina, anus, or mouth]? The body part could include a finger, tongue, or testicles.

Yes  
 No

- 82.** [Ask if [SA1Flag] = "Not true" and Q81 = "Yes"] Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating? If you are not sure, choose the best answer.

Yes  
 No

- 83.** [Ask if [SA1Flag] = "Not true" and Q81 = "Yes"] Do you believe the person did it for a sexual reason? For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 84.** [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes"))] They continued even when you told them or showed them that you were unwilling.

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 85.** [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes"))] They used physical force to make you comply. For example, they grabbed your arm or used their body weight to hold you down.

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 86.** [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes"))] They physically injured you.

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 87.** [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes"))] They threatened to physically hurt you (or someone else).

Yes  
 No

- 88.** [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes") and Q87 = "Yes"] Did they threaten you (or someone else) with a weapon?

Yes  
 No

- 89.** [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes") and Q87 = "Yes"] Did they threaten to seriously injure, kill, or kidnap you (or someone else)?

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 90.** [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes"))] They threatened you (or someone else) in some other way. For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

Yes  
 No

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 91. [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes")] They did it when you were passed out, asleep, or unconscious.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 92. [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes")] They did it when you were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 93. [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes")] They tricked you into thinking that they were someone else or that they were allowed to do it for a professional purpose (like a person pretending to be a doctor).**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 94. [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes")] They made you so afraid that you froze and could not tell them or show them that you were unwilling.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 95. [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes")] They did it after you had consumed so much alcohol that the next day you could not remember what happened.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 96. [Ask if [SA1Flag] = "Not true" and Q81 = "Yes" and (Q82 = "Yes" or Q83 = "Yes")] It happened without your consent.**

Yes  
 No

- 97. Since [X Date], did anyone make you put any part of your body or any object into someone's mouth, vagina, or anus when you did not want to? A part of the body could include your [penis, testicles, tongue, or fingers] [tongue or fingers].**

Yes  
 No

- 98. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes"] Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating? If you are not sure, choose the best answer.**

Yes  
 No

- 99. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes"] Do you believe the person did it for a sexual reason? For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.**

Yes  
 No

2015 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 100. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] They continued even when you told them or showed them that you were unwilling.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 101. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] They used physical force to make you comply.** For example, they grabbed your arm or used their body weight to hold you down.

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 102. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] They physically injured you.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 103. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] They threatened to physically hurt you (or someone else).**

Yes  
 No

- 104. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes") and Q103 = "Yes"] Did they threaten you (or someone else) with a weapon?**

Yes  
 No

- 105. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes") and Q103 = "Yes"] Did they threaten to seriously injure, kill, or kidnap you (or someone else)?**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 106. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 107. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] They did it when you were passed out, asleep, or unconscious.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 108. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] They did it when you were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes  
 No

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 109. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] They tricked you into thinking that they were someone else or that they were allowed to do it for a professional purpose (like a person pretending to be a doctor).**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 110. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] They made you so afraid that you froze and could not tell them or show them that you were unwilling.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 111. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] They did it after you had consumed so much alcohol that the next day you could not remember what happened.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 112. [Ask if [SA2FlagCum] = "Not true" and Q97 = "Yes" and (Q98 = "Yes" or Q99 = "Yes")] It happened without your consent.**

Yes

No

- 113. Since [X Date], did you have any unwanted experiences in which someone intentionally touched private areas of your body (either directly or through clothing)? Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.**

Yes

No

- 114. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes"] Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating? If you are not sure, choose the best answer.**

Yes

No

- 115. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes"] Do you believe the person did it for a sexual reason? For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 116. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")] They continued even when you told them or showed them that you were unwilling.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 117. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")] They used physical force to make you comply.**

For example, they grabbed your arm or used their body weight to hold you down.

Yes

No

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

2016

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

118. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")]

**They physically injured you.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

119. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")]

**They threatened to physically hurt you (or someone else).**

Yes

No

120. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes") and Q119 = "Yes"]

**Did they threaten you (or someone else) with a weapon?**

Yes

No

121. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes") and Q119 = "Yes"]

**Did they threaten to seriously injure, kill, or kidnap you (or someone else)?**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

122. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")]

**They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

123. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")]

**They did it when you were passed out, asleep, or unconscious.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

124. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")]

**They did it when you were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

125. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")]

**They tricked you into thinking that they were someone else or that they were allowed to do it for a professional purpose (like a person pretending to be a doctor).**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

126. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")]

**They made you so afraid that you froze and could not tell them or show them that you were unwilling.**

Yes

No

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 127. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")]**

**They did it after you had consumed so much alcohol that the next day you could not remember what happened.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 128. [Ask if [SA3FlagCum] = "Not true" and Q113 = "Yes" and (Q114 = "Yes" or Q115 = "Yes")] It happened without your consent.**

Yes

No

- 129. Since [X Date], did you have any unwanted experiences in which someone made you touch private areas of their body or someone else's body (either directly or through clothing)?** This could involve the person putting their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

Yes

No

- 130. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes"] Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

Yes

No

- 131. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes"] Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 132. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")]**

**They continued even when you told them or showed them that you were unwilling.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 133. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")]**

**They used physical force to make you comply.**

For example, they grabbed your arm or used their body weight to hold you down.

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 134. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")]**

**They physically injured you.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 135. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")]**

**They threatened to physically hurt you (or someone else).**

Yes

No

- 136. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes") and Q135 = "Yes"] Did they threaten you (or someone else) with a weapon?**

Yes

No

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

2016

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

- 137. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes") and Q135 = "Yes"] Did they threaten to seriously injure, kill, or kidnap you (or someone else)?**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 138. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")] They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 139. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")] They did it when you were passed out, asleep, or unconscious.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 140. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")] They did it when you were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 141. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")] They tricked you into thinking that they were someone else or that they were allowed to do it for a professional purpose (like a person pretending to be a doctor).**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 142. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")] They made you so afraid that you froze and could not tell them or show them that you were unwilling.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 143. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")] They did it after you had consumed so much alcohol that the next day you could not remember what happened.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 144. [Ask if [SA4FlagCum] = "Not true" and Q129 = "Yes" and (Q130 = "Yes" or Q131 = "Yes")] It happened without your consent.**

Yes  
 No

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

- 145. Since [X Date], did you have any unwanted experiences in which someone attempted to put a penis, an object, or any body part into your [anus or mouth] [vagina, anus, or mouth], but no penetration actually occurred?**

Yes  
 No

- 146. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes"] Was this unwanted experience (or any experiences like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating? If you are not sure, choose the best answer.**

Yes  
 No

- 147. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes"] Do you believe the person did it for a sexual reason? For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 148. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")] They continued even when you told them or showed them that you were unwilling.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 149. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")] They used physical force to make you comply.**

For example, they grabbed your arm or used their body weight to hold you down.

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 150. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")] They physically injured you.**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 151. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")] They threatened to physically hurt you (or someone else).**

Yes  
 No

- 152. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes") and Q151 = "Yes"] Did they threaten you (or someone else) with a weapon?**

Yes  
 No

- 153. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes") and Q151 = "Yes"] Did they threaten to seriously injure, kill, or kidnap you (or someone else)?**

Yes  
 No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 154. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")] They threatened you (or someone else) in some other way.**

For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

Yes  
 No

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The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 155. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")]**

**They did it when you were passed out, asleep, or unconscious.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 156. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")]**

**They did it when you were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 157. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")]**

**They tricked you into thinking that they were someone else or that they were allowed to do it for a professional purpose (like a person pretending to be a doctor).**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 158. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")]**

**They made you so afraid that you froze and could not tell them or show them that you were unwilling.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 159. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")]**

**They did it after you had consumed so much alcohol that the next day you could not remember what happened.**

Yes

No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

- 160. [Ask if [SA5FlagCum] = "Not true" and Q145 = "Yes" and (Q146 = "Yes" or Q147 = "Yes")] It happened without your consent.**

Yes

No

Thank you for answering the questions so far. Remember that your answers are confidential.

Based on your answers earlier, you indicated that you had at least one of these unwanted experiences since [X Date].

- 161. [Ask if [SAFLAG] = "True" and Q67 = "Yes"]**

**The items that follow will ask for additional information about the unwanted event(s) in which someone...**

- a. Put their penis into your [anus or mouth] [vagina, anus, or mouth].
- b. Put any object or any body part other than a penis into your [anus or mouth] [vagina, anus, or mouth].
- c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.
- d. Intentionally touched private areas of your body.
- e. Made you touch private areas of their body or someone else's body.
- f. Attempted to put a penis, an object, or any body part into your [anus or mouth] [vagina, anus, or mouth], but no penetration actually occurred.

- 162. [Ask if [SAFLAG] = "True"] Please give your best estimate of how many different times (on how many separate occasions) during the past 12 months, you had these unwanted experiences?**

Times

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You indicated that you had more than one unwanted event since [X Date].

- 163. [Ask if [SAFLAG] = "True" and Q162 > 1] Were all these events done by the same person?**

- Yes
- No, more than one person
- Not sure

### **GENDER-RELATED EXPERIENCES WITH BIGGEST EFFECT**

The following questions ask about the unwanted event that had the **biggest effect on you**. Before you continue, please choose the one unwanted event since [X Date] that you consider to be the worst or most serious.

- 164. [Ask if [SAFLAG] = "True" and Q162 > 1 and [SACount] > 1 and Q67 = "Yes"] Which of the following experiences happened during the event you chose as the worst or most serious? Mark "Yes" or "No" for each item.**

No	Yes
a. Put their penis into your [anus or mouth] [vagina, anus, or mouth].....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. Put any object or any body part <u>other than a penis</u> into your [anus or mouth] [vagina, anus, or mouth].....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d. <u>Attempted</u> to put a penis, an object, or any body part into your [anus or mouth] [vagina, anus, or mouth], but no penetration actually occurred.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
e. Intentionally touched private areas of your body.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
f. Made you touch private areas of their body or someone else's body.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

- 165. [Ask if [SAFLAG] = "True" and Q162 > 1 and ([SA1Flag] = "True" and Q164 a <> "Yes") or ([SA2Flag] = "True" and Q164 b <> "Yes") or ([SA3Flag] = "True" and Q164 c <> "Yes") or ([SA4Flag] = "True" and Q164 d <> "Yes") or ([SA5Flag] = "True" and Q164 e <> "Yes") or ([SA6Flag] = "True" and Q164 f <> "Yes"))]**

**Please indicate which of the following happened to you when you had this most serious experience.** In these statements, "they" means the person or people that did this to you. Mark one answer for each item.

No	Yes
a. They used physical force to make you comply. For example, they grabbed your arm, or used their body weight to hold you down.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. They physically injured you.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c. They threatened to physically hurt you (or someone else).....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d. They threatened you (or someone else) in some other way. For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

- 166. [Ask if [SAFLAG] = "True" and Q162 > 1 and ([SA1Flag] = "True" and Q164 a <> "Yes") or ([SA2Flag] = "True" and Q164 b <> "Yes") or ([SA3Flag] = "True" and Q164 c <> "Yes") or ([SA4Flag] = "True" and Q164 d <> "Yes") or ([SA5Flag] = "True" and Q164 e <> "Yes") or ([SA6Flag] = "True" and Q164 f <> "Yes"))]**

**Please indicate which of the following happened to you when you had this most serious experience.** In these statements, "they" means the person or people that did this to you. Mark one answer for each item.

No	Yes
a. They made you so afraid that you froze and could not tell them or show them that you were unwilling.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b. It happened without your consent.....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

- 167. [Ask if [SAFLAG] = "True"] How many people did this to you?**

- One person
- More than one person
- Not sure

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Please continue to focus on this worst or most serious event in the questions that follow.

**168. [Ask if [SAFLAG] = "True"] Was/were this person(s)...**

- Men?
- Women?
- A mix of men and women?
- Not sure?

**169. [Ask if [SAFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... *Mark all that apply.***

- Your spouse or significant other (boyfriend or girlfriend), or someone who you have a child with (your child's mother or father)?
- Someone you had divorced or broken up with?
- A friend or acquaintance?
- A family member or relative?
- A stranger?
- None of the above

**170. [Ask if [SAFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... *Mark one answer for each item.***

Do not know			
No			
Yes			
a. Someone in the military of a lower rank than you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Someone in the military of a similar rank than you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Someone in the military of a higher rank than you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Your unit leader? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. A higher ranked person above your unit leader and in the chain of command? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Officers? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Civilian employee(s) or contractor(s) working for the military? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Person(s) in the local community? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. A foreign national? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Someone you work with in your civilian job or school? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**171. [Ask if [SAFLAG] = "True"] Did the unwanted event occur... *Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], please mark "No."***

Yes		
No		
a. At a military installation/ship, armory, Guard or Reserve unit site? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. During your National Guard or Reserve duties, including active duty, active duty for training, full-time National Guard or Reserve duty, and performing in active duty training/drills? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. While you were on TDY/TAD, at sea, or during field exercises/alerts? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. While you were in a delayed entry program? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. While you were in recruit training/basic training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. While you were in any type of military combat training? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. While you were completing military occupational specialty school/technical training/advanced individual training/professional military education? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**172. [Ask if [SAFLAG] = "True"] Which of the following best describe the situation when this unwanted event occurred? *Mark all that apply.***

- You were out with friends or at a party
- You were on a date
- You were being intimate with the other person
- You were at work
- You were alone in a public place
- You were in your home or quarters
- You were in someone else's home or quarters
- You were at a military function
- You were in temporary lodging/hotel
- None of the above
- Do not recall

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- 173. [Ask if [SAFLAG] = "True"] Would you describe this unwanted event as... Mark "Yes" or "No" for each item.**

	No	Yes
	.....	
a.	Hazing? Hazing refers to things done to humiliate or "toughen up" people prior to accepting them into a group. ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b.	Bullying? Bullying refers to repeated verbally or physically abusive behaviors that are threatening, humiliating, or intimidating. ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

- 174. [Ask if [SAFLAG] = "True"] Did the offender(s)... Mark "Yes" or "No" for each item.**

	No	Yes
	.....	
a.	Sexually harass you <u>before</u> the situation? ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b.	Stalk you <u>before</u> the situation? ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c.	Sexually harass you <u>after</u> the situation? ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d.	Stalk you <u>after</u> the situation? ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

- 175. [Ask if [SAFLAG] = "True"] At the time of this unwanted event, had you been drinking alcohol? Even if you had been drinking, it does not mean that you are to blame for what happened.**

- Yes
- No
- Not sure

- 176. [Ask if [SAFLAG] = "True" and Q175 = "Yes"] Just prior to this unwanted event... Mark one answer for each item.**

	Do not know	No
	.....	
a.	Did the person(s) who did this to you buy or give you alcohol to drink? ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b.	Do you think that you might have been given a drug without your knowledge or consent? ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

- 177. [Ask if [SAFLAG] = "True"] At the time of this unwanted event, had the person(s) who did it been drinking alcohol?**

- Yes
- No
- Do not know

- 178. [Ask if [SAFLAG] = "True"] After this unwanted event... Mark "Yes" or "No" for each item.**

	No	Yes
	.....	
a.	Did it make you want to leave the Guard or Reserve, or transfer to another Reserve component? ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
b.	Did it ever make it hard to do your job or complete your work? ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
c.	Did you take a sick day or any other type of leave because of the event? ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
d.	Did the event damage your personal relationships? For example, with your spouse or a friend? ....	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>

DoD provides two types of sexual assault reports.

- Restricted reports allow people to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault.
- Unrestricted reports start an official investigation in addition to allowing the services available in restricted reporting.

- 179. [Ask if [SAFLAG] = "True"] Did you officially report this unwanted event to the military? This could have been either a restricted or unrestricted report.**

- Yes
- No

DoD provides two types of sexual assault reports.

- Restricted reports allow people to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault.
- Unrestricted reports start an official investigation in addition to allowing the services available in restricted reporting.

- 180. [Ask if [SAFLAG] = "True" and Q179 = "Yes"] Did you make...**

- Only a restricted report?
- Only an unrestricted report?
- A restricted report that turned into an unrestricted report?
- Or were you not sure what type of report it was?

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DoD provides two types of sexual assault reports.

- Restricted reports allow people to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault.
- Unrestricted reports start an official investigation in addition to allowing the services available in restricted reporting.

**181. [Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q180 = "Only an unrestricted report?" or Q180 = "A restricted report that turned into an unrestricted report?")] Was an unrestricted report what you preferred?**

- Yes, that's what you wanted.  
 No, you wanted a restricted report, but could not. For example, someone you talked to filed the unrestricted report.

**182. [Ask if [SAFLAG] = "True" and Q179 = "Yes"] Did you receive an expedited transfer as a result of your report of sexual assault?**

- Yes  
 No

**183. [Ask if [SAFLAG] = "True" and Q179 = "Yes" and Q182 = "Yes"] Compared to the time before you were transferred, are the following aspects of your life better, worse, or about the same? Mark one answer for each item.**

	Not applicable	Worse than before	About the same as before	Better than before
a. Social support.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Medical/Mental health care.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Career progression .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Treatment by peers.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Treatment by leadership.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Living situation.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

**184. [Ask if [SAFLAG] = "True" and Q179 = "Yes"] What were your reasons for reporting the event to a military authority? Mark all that apply.**

- Someone else made you report it or reported it themselves  
 To stop the offender(s) from hurting you again  
 To stop the offender(s) from hurting others  
 It was your civic/military duty to report it  
 To punish the offender(s)  
 To discourage other potential offenders  
 To get medical assistance  
 To get mental health assistance  
 To stop rumors  
 Someone you told encouraged you to report  
 You wanted to document the incident, so that you could get help or benefits from the Department of Veterans Affairs (VA) in the future

**185. [Ask if [SAFLAG] = "True" and Q179 = "No"] What were your reasons for not reporting the event to a military authority? Mark all that apply.**

- You thought it was not serious enough to report  
 You did not want more people to know  
 You did not want people to see you as weak  
 You wanted to forget about it and move on  
 You did not think your report would be kept confidential  
 You did not think anything would be done  
 You did not think you would be believed  
 You did not trust the process would be fair  
 You felt partially to blame  
 You thought other people would blame you  
 You thought you might get in trouble for something you did. For example, underage drinking or fraternization  
 You thought you might be labeled as a troublemaker  
 You thought it might hurt your performance evaluation/fitness report  
 You thought it might hurt your career  
 You did not want to hurt the person's career or family  
 You took other actions to handle the situation  
 You took none of those actions

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**186. [Ask if [SAFLAG] = "True"] In retrospect, would you make the same decision about reporting if you could do it over?**

- Yes
- No

### OUTCOMES ASSOCIATED WITH REPORTING

**187. [Ask if [SAFLAG] = "True" and Q179 = "Yes"] As a result of you reporting the sexual assault, has your leadership (unit commander or another member in your chain of command, but not a unit commander) either done or threatened to do any of the following? *Mark all that apply.***

- Demoted you or denied you a promotion
- Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position
- Rated you lower than you deserved on a performance evaluation
- Denied you an award you were previously eligible to receive
- Reduced your pay or benefits without doing the same to others
- Reassigned you to duties that do not match your current grade
- Made you perform additional duties that do not match your current grade
- Transferred you to a different unit or installation without your request or agreement
- Ordered you to one or more command directed mental health evaluations
- Disciplined you or ordered other corrective action
- Some other action that negatively affects, or could negatively affect, your position or career
- Does not apply, you have not experienced any of the above

**188. [Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q187 a = "Marked" or Q187 b = "Marked" or Q187 c = "Marked" or Q187 d = "Marked" or Q187 e = "Marked" or Q187 f = "Marked" or Q187 g = "Marked" or Q187 h = "Marked" or Q187 i = "Marked" or Q187 j = "Marked" or Q187 k = "Marked")] Do you have reason to believe that any of the leadership actions you marked in the previous item were only based on your report of sexual assault (i.e., not based on your conduct or performance)?**

- Yes
- No
- Not sure

**189. [Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q187 a = "Marked" or Q187 b = "Marked" or Q187 c = "Marked" or Q187 d = "Marked" or Q187 e = "Marked" or Q187 f = "Marked" or Q187 g = "Marked" or Q187 h = "Marked" or Q187 i = "Marked" or Q187 j = "Marked" or Q187 k = "Marked")] Why do you think your leadership took the actions you marked as happening to you? *Mark all that apply.***

- They were trying to get back at you for making a report (unrestricted or restricted)
- They were trying to discourage you from moving forward with your report
- They did not believe you
- They were mad at you for causing a problem for them
- They did not understand the situation
- They were trying to help you
- They were following established protocol by temporarily reassigning you during recovery
- They were friends with the person(s) who committed the sexual assault
- They were addressing the issue of collateral misconduct
- Some other reason
- Not sure

**190. [Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q187 a = "Marked" or Q187 b = "Marked" or Q187 c = "Marked" or Q187 d = "Marked" or Q187 e = "Marked" or Q187 f = "Marked" or Q187 g = "Marked" or Q187 h = "Marked" or Q187 i = "Marked" or Q187 j = "Marked" or Q187 k = "Marked")] Who took the action(s)? *Mark all that apply.***

- Unit commander
- Another member in your chain of command, but not a unit commander

[Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q187 a = "Marked" or Q187 b = "Marked" or Q187 c = "Marked" or Q187 d = "Marked" or Q187 e = "Marked" or Q187 f = "Marked" or Q187 g = "Marked" or Q187 h = "Marked" or Q187 i = "Marked" or Q187 j = "Marked" or Q187 k = "Marked") and (Q190 a = "Marked" or Q190 b = "Marked")] Please specify the rank of the person who took the actions?

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- 191.** [Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q187 a = "Marked" or Q187 b = "Marked" or Q187 c = "Marked" or Q187 d = "Marked" or Q187 e = "Marked" or Q187 f = "Marked" or Q187 g = "Marked" or Q187 h = "Marked" or Q187 i = "Marked" or Q187 j = "Marked" or Q187 k = "Marked")] **Think about all the behaviors you selected above that were taken by your leadership. Overall, how harmful do you think these experiences will be to your career?**

- Not at all harmful—they are unlikely to have a short-term or lasting impact on your career
- Somewhat harmful—they are likely to have a short-term impact, but not a lasting impact on your career
- Moderately harmful—they are likely to have a short-term impact and some lasting impact on your career
- Very harmful—they are likely to have both a short-term and lasting impact on your career

- 192.** [Ask if [SAFLAG] = "True" and Q179 = "Yes"] **As a result of you reporting the sexual assault, have any of your military peers and/or military coworkers (including those in your chain of command) done any of the following? *Mark all that apply.***

- Made insulting or disrespectful remarks or made jokes at your expense—in public
- Made insulting or disrespectful remarks or made jokes at your expense—to you in private
- Showed or threatened to show private images, photos, or videos of you to others
- Excluded you or threatened to exclude you from social activities or interactions
- Ignored you or failed to speak to you (for example, gave you "the silent treatment")
- Bullied you or made intimidating remarks about the assault
- Was physically violent with you or threatened to be physically violent
- Damaged or threatened to damage your property
- Some other negative action
- Does not apply, you did not experience any of the above

- 193.** [Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q192 a = "Marked" or Q192 b = "Marked" or Q192 c = "Marked" or Q192 d = "Marked" or Q192 e = "Marked" or Q192 f = "Marked" or Q192 g = "Marked" or Q192 h = "Marked" or Q192 i = "Marked")] **Who took the action(s)? *Mark all that apply.***

- Someone who was the same rank or grade
- Someone who was below you in rank or grade
- A higher ranking Service member or civilian who was in your chain of command
- A higher ranking Service member or civilian who was not in your chain of command
- Non-military personnel
- Not sure who they were

- 194.** [Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q192 a = "Marked" or Q192 b = "Marked" or Q192 c = "Marked" or Q192 d = "Marked" or Q192 e = "Marked" or Q192 f = "Marked" or Q192 g = "Marked" or Q192 h = "Marked" or Q192 i = "Marked")] **Did any of the person(s) who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?**

- Yes
- No
- Not sure

- 195.** [Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q192 a = "Marked" or Q192 b = "Marked" or Q192 c = "Marked" or Q192 d = "Marked" or Q192 e = "Marked" or Q192 f = "Marked" or Q192 g = "Marked" or Q192 h = "Marked" or Q192 i = "Marked")] **Why do you think the individual(s) took the actions you marked as happening to you? *Mark all that apply.***

- They were trying to discourage you from moving forward with your report, or discourage others from reporting
- They were trying to abuse or humiliate you
- They were trying to make you feel excluded
- They were friends with the person(s) who committed the sexual assault
- They did not believe you
- Not sure

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## 2015 Workplace and Gender Relations Survey of Reserve Component Members

**196.** [Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q192 a = "Marked" or Q192 b = "Marked" or Q192 c = "Marked" or Q192 d = "Marked" or Q192 e = "Marked" or Q192 f = "Marked" or Q192 g = "Marked" or Q192 h = "Marked" or Q192 i = "Marked")] **As a result of the actions taken against you, did any of the following occur? *Mark all that apply.***

- You decided not to participate in, or move forward with, your report
- You were fearful for your physical safety
- You considered separating from the military
- You suffered emotional distress or mental harm
- You felt isolated from your unit
- Your private/personal relationships suffered
- None of the above

**197.** [Ask if [SAFLAG] = "True" and Q179 = "Yes" and (Q192 a = "Marked" or Q192 b = "Marked" or Q192 c = "Marked" or Q192 d = "Marked" or Q192 e = "Marked" or Q192 f = "Marked" or Q192 g = "Marked" or Q192 h = "Marked" or Q192 i = "Marked")] **Did any of the actions you marked involve social media? For example, Facebook, Twitter?**

- Yes
- No

**198.** [Ask if [SAFLAG] = "True" and Q179 = "Yes" and ((Q187 a = "Marked" or Q187 b = "Marked" or Q187 c = "Marked" or Q187 d = "Marked" or Q187 e = "Marked" or Q187 f = "Marked" or Q187 g = "Marked" or Q187 h = "Marked" or Q187 i = "Marked" or Q187 j = "Marked" or Q187 k = "Marked") or (Q192 a = "Marked" or Q192 b = "Marked" or Q192 c = "Marked" or Q192 d = "Marked" or Q192 e = "Marked" or Q192 f = "Marked" or Q192 g = "Marked" or Q192 h = "Marked" or Q192 i = "Marked"))] **Thinking about all of the negative reactions you selected that were taken by military coworkers, peers, and/or leadership, did you... *Mark all that apply.***

- Discuss these behaviors with your friends, family or coworkers?
- Discuss these behaviors with a professional (for example, chaplain, counselor, Sexual Assault Response Coordinator [SARC], Special Victims' Counsel/Victims' Legal Counsel [SVC/VLC])?
- Discuss these behaviors with a work supervisor or anyone up your chain of command?
- File a complaint (for example, with the Inspector General, Military Equal Opportunity Office, commander)?
- None of the above actions

**199.** [Ask if [SAFLAG] = "True" and Q179 = "Yes" and ((Q187 a = "Marked" or Q187 b = "Marked" or Q187 c = "Marked" or Q187 d = "Marked" or Q187 e = "Marked" or Q187 f = "Marked" or Q187 g = "Marked" or Q187 h = "Marked" or Q187 i = "Marked" or Q187 j = "Marked" or Q187 k = "Marked") or (Q192 a = "Marked" or Q192 b = "Marked" or Q192 c = "Marked" or Q192 d = "Marked" or Q192 e = "Marked" or Q192 f = "Marked" or Q192 g = "Marked" or Q192 h = "Marked" or Q192 i = "Marked"))] **What actions were taken in response to your discussion with a supervisor/chain of command OR as a result of this complaint? *Mark all that apply.***

- You got help dealing with the situation
- Your leadership took steps to address the situation
- The behavior(s) stopped on their own
- The situation continued or got worse for you
- You were told/encouraged to drop the issue
- You are not aware of any action taken by the person that you told

**200.** [Ask if [SAFLAG] = "True" and Q179 = "Yes" and ((Q187 a = "Marked" or Q187 b = "Marked" or Q187 c = "Marked" or Q187 d = "Marked" or Q187 e = "Marked" or Q187 f = "Marked" or Q187 g = "Marked" or Q187 h = "Marked" or Q187 i = "Marked" or Q187 j = "Marked" or Q187 k = "Marked") or (Q192 a = "Marked" or Q192 b = "Marked" or Q192 c = "Marked" or Q192 d = "Marked" or Q192 e = "Marked" or Q192 f = "Marked" or Q192 g = "Marked" or Q192 h = "Marked" or Q192 i = "Marked")) and (Q198 a = "Marked" or Q198 b = "Marked" or Q198 c = "Marked" or Q198 e = "Marked"))] **You indicated you chose not to file a complaint. Why did you choose not to report the behaviors? *Mark all that apply.***

- The person(s) stopped their behavior
- You did not want more people to know and/or judge you
- You did not know how to report it
- Someone told you not to report it
- You did not think anything would be done or anyone would believe you
- You did not trust that the process would be fair
- You were worried that reporting would cause more harm to you than good
- Some other reason

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**GENDER-RELATED EXPERIENCES**

It can be difficult to remember the exact date when events occurred. In this study, it is important to know which events happened in the last 12 months, and which events happened earlier.

- 201. [Ask if [SAFLAG] = "True"] Thinking about when the event occurred, how certain are you that it occurred in the last 12 months? If the event occurred over a long time, think about whether it ever happened after [X Date].**

- Definitely occurred AFTER [X Date]
- Not sure if it occurred BEFORE OR AFTER [X Date]
- Definitely occurred BEFORE [X Date]

- 202. [Ask if [SAFLAG] = "True" and Q67 = "Yes" and Q201 = "Definitely occurred BEFORE [X date]" and (Q162 > 1)] Earlier in the survey you indicated that you experienced more than one unwanted event in which someone...**

- a. Put their penis into your [anus or mouth] [vagina, anus, or mouth].
- b. Put any object or any body part other than a penis into your [anus or mouth] [vagina, anus, or mouth].
- c. Made you put any part of your body or any object into someone's mouth, vagina, or anus.
- d. Intentionally touched private areas of your body.
- e. Made you touch private areas of their body or someone else's body.
- f. Attempted to put a penis, an object, or any body part into your [anus or mouth] [vagina, anus, or mouth], but no penetration actually occurred.

- 203. [Ask if [SAFLAG] = "True" and Q201 = "Definitely occurred BEFORE [X date]" and (Q162 > 1)] What was the date of your MOST RECENT unwanted event like this?**

Month

Year

Thank you for sharing these details about the unwanted event you chose as the worst or most serious. For the next question, please consider any unwanted event that happened to you.

- 204. [Ask if [SAFLAG] = "True"] For your unwanted experiences since [X Date], did you initial and sign a form labeled VICTIM REPORTING PREFERENCE STATEMENT (DD Form 2910) in response to a past year event? This form allows you to decide whether to make a restricted or unrestricted report of sexual assault. A Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA) would have assisted you with completing this form. To see a version of this form click here. [hyperlink on "here" to an image of DD Form 2910]**

- Yes
- No
- Not sure

**PRIOR EXPERIENCES**

The questions so far have been about things that occurred in the past year. For the next questions, please think about events that happened more than one year ago, BEFORE [X Date]. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want it and did not consent.

Please include an experience regardless of who did it to you or where it happened.

"Did not consent" means that you told or showed them that you were unwilling, that they used physical force or threats to make you do it, or that they did it to you when you were unconscious, asleep, or so high or drunk that you could not understand what was happening.

- 205. Before [X Date], had anyone... Mark "Yes" or "No" for each item.**

	No	Yes
a. Put a penis, an object, or any body part into your [anus or mouth] [vagina, anus, or mouth] when you did not want it and did not consent?	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b. Made you insert [your penis, an object, or body part] [an object or body part] into someone's mouth, vagina, or anus when you did not want to and did not consent?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. <u>Tried to</u> put a penis, an object, or any body part into your [anus or mouth] [vagina, anus, or mouth], against your will but it <u>did not happen</u> ? .....	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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<p>d. Intentionally touched private areas of your body (either directly or through clothing) when you did not want it and did not consent? <i>Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.</i></p> <p>e. Made you touch private areas of their body or someone else's body (either directly or through clothing) when you did not want it and did not consent? <i>This might have involved the person pressing their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.</i></p>	<p>No</p> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>
---	--

**206. [Ask if Q205 a = "Yes" or Q205 b = "Yes" or Q205 c = "Yes" or Q205 d = "Yes" or Q205 e = "Yes"] Did any of these unwanted experiences happen after you joined the military?**

- Yes
- No

**207. [Ask if Q205 a = "Yes" or Q205 b = "Yes" or Q205 c = "Yes" or Q205 d = "Yes" or Q205 e = "Yes"] Did any of these unwanted experiences happen before you joined the military?**

- Yes
- No

### BACKGROUND INFORMATION

**208. What is your current relationship status?**

- Married
- Living with a boyfriend or girlfriend
- In a committed romantic relationship, but not living together
- Single
- Other or prefer not to say

**209. Are you Spanish/Hispanic/Latino?**

- No, not Spanish/Hispanic/Latino
- Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

**210. What is your race? Mark one or more races to indicate what you consider yourself to be.**

- White
- Black or African American
- American Indian or Alaska Native
- Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

### YOUR MILITARY WORKPLACE

**211. To what extent do/would you feel safe from being sexually assaulted at your home duty station?**

- Very safe
- Safe
- Neither safe nor unsafe
- Unsafe
- Very unsafe

**212. To what extent do/would you feel safe from being sexually assaulted during military operations, training, or exercises away from your home duty station?**

- Very safe
- Safe
- Neither safe nor unsafe
- Unsafe
- Very unsafe

**213. In the military, how likely is it that an instance of sexual harassment would be reported?**

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

**214. In the military, how likely is it that an instance of sexual assault would be reported?**

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

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**215. How likely would you be to... Mark one answer for each item.**

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
a. Encourage someone who has experienced sexual harassment to tell a military supervisor?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Encourage someone who has experienced sexual assault to seek counseling?	<input checked="" type="checkbox"/>				
c. Encourage someone who has experienced sexual assault to report it?	<input checked="" type="checkbox"/>				
d. Tell a military supervisor about sexual harassment if it happened to you?	<input checked="" type="checkbox"/>				
e. Report a sexual assault if it happened to you?	<input checked="" type="checkbox"/>				

**216. In the past 12 months, did you observe a situation that you believed was, or could have led to, a sexual assault?**

Yes

No

**217. [Ask if Q216 = "Yes"] Select the one response that most closely resembles your actions.**

- You stepped in and separated the people involved in the situation
- You asked the person who appeared to be at risk if they needed help
- You confronted the person who appeared to be causing the situation
- You created a distraction to cause one or more of the people to disengage from the situation
- You asked others to step in as a group and diffuse the situation
- You told someone in a position of authority about the situation
- You considered intervening in the situation, but you could not safely take any action
- You decided to not take action

**PERSONNEL POLICY AND PRACTICES**

**218. Please indicate how well your military unit leadership... Mark one answer for each item.**

	Very poorly	Poorly	Neither well nor poorly	Well	Very well
a. Makes it clear that sexual assault has no place in the military	<input checked="" type="checkbox"/>				
b. Promotes a unit climate based on mutual respect and trust	<input checked="" type="checkbox"/>				
c. Leads by example. For example, refrains from sexist comments and behaviors	<input checked="" type="checkbox"/>				
d. Catches and immediately corrects incidents of sexual harassment. For example, inappropriate jokes, comments, and behaviors	<input checked="" type="checkbox"/>				
e. Creates an environment where victims would feel comfortable reporting sexual harassment or assault	<input checked="" type="checkbox"/>				

**YOUR MILITARY WORKPLACE**

**219. Are you currently in a military work environment where female coworkers are uncommon (less than 25% of your military coworkers)?**

Yes

No

**220. How much do you agree or disagree with the following statements about the people in your military work group? Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your military coworkers	<input checked="" type="checkbox"/>				

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		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
b.	Your military coworkers put in the effort required for their jobs.....	<input checked="" type="checkbox"/>				
c.	The people in your military work group tend to get along.....	<input checked="" type="checkbox"/>				
d.	The people in your military work group are willing to help each other.....	<input checked="" type="checkbox"/>				
e.	You are satisfied with the relationships you have with your military coworkers.....	<input checked="" type="checkbox"/>				

**221. During the past 12 months, how often have you experienced any of the following behaviors, where military coworkers or supervisors...  
Mark one answer for each item.**

		Never	Once or twice	Sometimes	Often	Very often
a.	Intentionally interfered with your military work performance?.....	<input checked="" type="checkbox"/>				
b.	Did not provide information or assistance when you needed it?.....	<input checked="" type="checkbox"/>				
c.	Were excessively harsh in their criticism of your work performance? .....	<input checked="" type="checkbox"/>				
d.	Took credit for work or ideas that were yours?.....	<input checked="" type="checkbox"/>				
e.	Gossiped/talked about you?.....	<input checked="" type="checkbox"/>				
f.	Used insults, sarcasm, or gestures to humiliate you?.....	<input checked="" type="checkbox"/>				
g.	Yelled when they were angry with you?.....	<input checked="" type="checkbox"/>				
h.	Swore at you in a hostile manner? .....	<input checked="" type="checkbox"/>				
i.	Damaged or stole your property or military equipment assigned to you?.....	<input checked="" type="checkbox"/>				

**222. How much do you agree or disagree with the following statements about the work you do at your military workplace? *Mark one answer for each item.***

		Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a.	Your military work provides you with a sense of pride.....	<input checked="" type="checkbox"/>				
b.	Your military work makes good use of your skills.....	<input checked="" type="checkbox"/>				
c.	You like the kind of military work you do .....	<input checked="" type="checkbox"/>				
d.	Your military job gives you the chance to acquire valuable skills.....	<input checked="" type="checkbox"/>				
e.	You are satisfied with your military job as a whole.....	<input checked="" type="checkbox"/>				

**223. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?**

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

### **STRESS, HEALTH, AND WELL-BEING**

**224. In general, would you say your health is...**

- Excellent?
- Very good?
- Good?
- Fair?
- Poor?

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

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## 2015 Workplace and Gender Relations Survey of Reserve Component Members

Sometimes things happen to people that are unusually or especially frightening, horrible, or traumatic. For example, a serious accident or fire, physical or sexual assault or abuse, earthquake or flood, war, seeing someone be killed or seriously injured, or having a loved one die through homicide or suicide.

### 225. Have you ever experienced this kind of event?

Please count any event in your entire life.

- Yes
- No

### 226. [Ask if Q225 = "Yes"] In the past month, have you... Mark "Yes" or "No" for each item.

	No	Yes
a. Had nightmares about the event(s) or thought about the event(s) when you did not want to? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Tried hard not to think about the event(s) or went out of your way to avoid situations that reminded you of the event(s)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Been constantly on guard, watchful, or easily startled? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Felt numb or detached from people, activities, or your surroundings? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Felt guilty or unable to stop blaming yourself or others for the event(s) or any problems the event(s) may have caused? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

### 227. Over the last two weeks, how often have you been bothered by any of the following problems? Mark one answer for each item.

	Nearly every day	More than half the days	Several days	Not at all
a. Little interest or pleasure in doing things.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Feeling down, depressed, or hopeless.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Trouble falling or staying asleep, or sleeping too much.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Feeling tired or having little energy.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Poor appetite or overeating.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Feeling bad about yourself—or that you are a failure or have let yourself or your family down.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Trouble concentrating on things, such as reading the newspaper or watching television.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	Nearly every day	More than half the days	Several days	Not at all
h. Moving or speaking so slowly that other people could have noticed. Or the opposite—being so fidgety or restless that you have been moving around a lot more than usual .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## PERSONNEL POLICY AND PRACTICES

DoD provides two types of sexual assault reports.

- Restricted reports allow people to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault.
- Unrestricted reports start an official investigation in addition to allowing the services available in restricted reporting.

### 228. How satisfied have you been with the availability of information on... Mark one answer for each item.

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. How to file a <u>restricted</u> report? .....	<input checked="" type="checkbox"/>				
b. How to file an <u>unrestricted</u> report? .....	<input checked="" type="checkbox"/>				

## SEXUAL ASSAULT TRAINING

### 229. Have you had any military training during the past 12 months on topics related to sexual assault?

- Yes
- No

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

**230. [Ask if Q229 = "Yes"] My National Guard/Reserve component's sexual assault training...  
Mark one answer for each item.**

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what actions are considered sexual assault.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Teaches that the consumption of alcohol may increase the likelihood of sexual assault.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Teaches how to avoid situations that might increase the risk of being a victim of sexual assault.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Teaches how to intervene when you witness a situation involving a fellow military member (bystander intervention).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Teaches how to obtain medical care following a sexual assault.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Explains the role of the chain of command in handling sexual assaults.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Explains the reporting options available if a sexual assault occurs.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Identifies the points of contact for reporting sexual assault (for example, SARC, Victim Advocate).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Explains how sexual assault is a mission readiness problem.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Explains the resources available to victims (for example, Safe Helpline).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### SEXUAL HARASSMENT TRAINING

**231. Have you had any military training during the past 12 months on topics related to sexual harassment?**

- Yes
- No

### REACTION TO SEXUAL ASSAULT

**232. How much do you agree with the following?  
Mark one answer for each item.**

Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. When you are in a social setting, it is your duty to stop a fellow military member from doing something potentially harmful to themselves or others.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. If you are sexually assaulted, you can trust the military system to protect your privacy.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. If you are sexually assaulted, you can trust the military system to ensure your safety following the incident.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. If you are sexually assaulted, you can trust the military system to treat you with dignity and respect.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### HOW ARE WE DOING?

**233. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 2 years?**

- Less of a problem today
- About the same as 2 years ago
- More of a problem today
- Do not know

**234. In your opinion, has sexual harassment in the military become more or less of a problem over the last 2 years?**

- Less of a problem today
- About the same as 2 years ago
- More of a problem today
- Do not know

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235. In your opinion, has sexual assault in our nation become more or less of a problem over the last 2 years?

- Less of a problem today
- About the same as 2 years ago
- More of a problem today
- Do not know

236. In your opinion, has sexual assault in the military become more or less of a problem over the last 2 years?

- Less of a problem today
- About the same as 2 years ago
- More of a problem today
- Do not know

TAKING THE SURVEY

237. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not use identifying names or information. Your feedback is useful and appreciated.

TAKING THE SURVEY

238. [Ask if Q1 = "No, I was separated or retired"]  
Based on your answers to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the back arrow button and check your answer.

To submit your answers click Submit. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail [WGRSurvey@osd.pentagon.mil](mailto:WGRSurvey@osd.pentagon.mil), or send a fax to 1-763-268-3002.



Defense Research, Surveys,  
and Statistics Center (RSSC)





## **Appendix E. Frequently Asked Questions**



## Frequently Asked Questions

### **2015 Workplace and Gender Relations Survey of Reserve Component Members Defense Manpower Data Center**

The Defense Manpower Data Center (DMDC) Human Resources Strategic Assessment Program (HRSAP) has been conducting surveys of gender issues for the active duty military since 1988. HRSAP uses scientific state of the art statistical techniques to draw conclusions from random, representative samples of the Reserve component populations. To construct estimates for the *2015 Workplace and Gender Relations Survey of Reserve Component Members (2015 WGRR)*, DMDC used complex sampling and weighting procedures to ensure accuracy of estimates to the full Reserve component population. This approach, though widely accepted as the standard method to construct generalizable estimates, is often misunderstood. The following details some common questions about our methodology as a whole and the *2015 WGRR* specifically.

#### **1. What was the population of interest for the *2015 WGRR*?**

The target population consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR; Title 10 and Title 32), or Individual Mobilization Augmentee (IMA), programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), and U.S. Air Force Reserve (USAFR), who were below flag rank.

DMDC sampled 50% of men and 100% of women, across all Reserve components, consisting of 485,774 members. Data were collected between 10 August and 19 October 2015. Surveys were completed by 87,127 Reserve component members (34,706 Reserve component women and 52,421 Reserve component men). The weighted Total DoD response rate for the *2015 WGRR* was 20%, which is typical for large DoD-wide surveys. This response rate was similar to the 22% response rate for the *2014 Rand Military Workplace Survey* and the 23% response rate in *2012 Workplace and Gender Relations Survey of Reserve Component Members*.

#### **2. What are the top-line results from the *2015 WGRR*?**

Based on the findings from the *2015 WGRR*, we estimate that 3.2% of Reserve component women and 0.6% of Reserve component men experienced a sexual assault in 2015. These rates are statistically unchanged from 2014. It should be noted that the sexual assault metric does not require the alleged offender to be a military member. About one-quarter of Reserve component members indicated the alleged offender was not a military member.

Of those Reserve component members who reported their sexual assault to a military authority, which we estimate as 22% of Reserve component women and 16% of Reserve component men, about one-third (36%) indicated perceiving professional reprisal, ostracism, or maltreatment as a result of making their report. The overview report for the *2015 WGRR* provides additional information about the breakdown of

retaliatory behaviors that members indicated experiencing and how the data are constructed.

The *2015 WGRR* also measured sex-based Military Equal Opportunity (MEO) violations among Reserve component members in 2015, including experiences of sexual harassment and/or gender discrimination. In 2015, we estimate that 24% of Reserve component women and 5% of Reserve component men experienced either sexual harassment and/or gender discrimination in the past year. This is a statistical increase from 2014 for Reserve component women (MEO prevalence rate for Reserve component women in 2014 was 19%). This rate remained statistically unchanged since 2014 for Reserve component men.

**3. The *2015 WGRR* uses “sampling” and “weighting.” Why are these methods used and what do they do?**

Simply stated, sampling and weighting allows for data, based on a sample, to be accurately generalized up to the total population. In the case of the *2015 WGRR*, this allows DMDC to generalize to the full population of Reserve component members that meet the criteria listed above.

In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male ARNG personnel in one group, all female ARNG personnel in another). Members are chosen at random within each group so that all eligible military members have an equal chance of selection to participate in the survey. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses (approximately 500) from small groups to provide reliable estimates for population subgroups.

DMDC scientifically weights the data so findings can be generalized to the full population of Reserve component members. Within this process, statistical adjustments are made to ensure the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse.

This methodology meets industry standards used by government statistical agencies including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. In addition, private survey firms including RAND, WESTAT, and RTI use this methodology, as do well-known polling firms such as Gallup, Pew, and Roper.

**4. Are these estimates valid with only a 20% weighted response rate?**

Response rates to the *2015 WGRR* are consistent with response rate levels and trends for both the *2014 Rand Military Workplace Survey* (22% response rate) and the *2012*

*Workplace and Gender Relations Survey of Reserve Component Members* (23% response rate). Experts in the field have found that surveys with similar response rates, or lower, are able to produce reliable estimates.<sup>67</sup> While non-response bias due to low response rates is always a concern, DMDC has knowledge, based on administrative records, of the characteristics of both survey respondents and survey nonrespondents, and uses this information to make statistical adjustments that compensate for survey non-response. This important advantage improves the quality of estimates from DMDC surveys that other survey organizations rarely have.

DMDC uses accurate administrative records (e.g., demographic data) for the Reserve component population both at the sample design stage as well as during the statistical weighting process to account for survey non-response and post-stratification to known key variables or characteristics. Prior DMDC surveys provide empirical results showing how response rates vary by many characteristics (e.g., paygrade and Reserve component). DMDC uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., ARNG, female). After the survey is complete, DMDC makes statistical weighting adjustments so that each subgroup (e.g., ARNG, E1-E3, and female) contributes toward the survey estimates proportional to the known size of the subgroup.

In addition, DMDC routinely conducts “Non-Response Bias Analyses” on the Gender Relations surveys. This type of analyses measures whether respondents to the survey are fundamentally different from non-responders on a variety of dimensions. If differences are found, this may be an indication that there is bias in the estimates produced. Using a variety of methods to gauge potential non-response bias, DMDC has found no evidence of substantial non-response bias on the Gender Relations Surveys (DMDC, 2016a).

## 5. Is 20% a common response rate for other military or civilian surveys?

Response rates of less than 30% are not uncommon for surveys that use similar sampling and weighting procedures. Many civilian surveys often do not have the same knowledge about the composition of the total population in order to generalize results to the full population via sampling and weighting. Therefore, these surveys often require much higher response rates in order to construct accurate estimates. For this reason, it is difficult to compare civilian survey response rates to DMDC survey response rates. However, many of the large-scale surveys conducted by DoD or civilian survey agencies rely on similar sampling and weighting procedures as DMDC to obtain accurate and generalizable findings with response rates lower than 30% (see Q5). Of note, DMDC has a further advantage over these surveys by maintaining the administrative record data (e.g., demographic data) on the full

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<sup>67</sup> For example, Robert Groves, the former Director of the Census Bureau, stated, “...despite low response rates, probability sampling retains the value of unbiased sampling procedures from well-defined sampling frames.” Groves, R. M. (2006). “Nonresponse Rates and Nonresponse Bias in Household Surveys.” *Public Opinion Quarterly*, 70(5), pp. 646-675. <http://poq.oxfordjournals.org/content/70/5/646.short>

population. This rich data, rarely available to survey organizations, is used to reduce bias associated with the weighted estimates and increase the precision and accuracy of estimates.

**6. Can you give some examples of other studies with similar response rates that were used by DoD to understand military populations and inform policy?**

The *2011 Health and Related Behaviors Survey*, conducted by ICF International on behalf of the Tricare Activity Management, had a 22% response rate weighted up to the full active duty military population. This 22% represented approximately 34,000 respondents from a sample of about 154,000 active duty military members. In 2010, Gallup conducted a survey for the Air Force on sexual assault within the Service. Gallup weighted the results to generalize to the full population of Air Force members based on about 19,000 respondents representing a 19% response rate. Finally, in 2011, the U.S. Department of Defense Comprehensive Review Working Group, with the assistance of Westat and DMDC, conducted a large-scale survey to measure the impact of overturning the Don't Ask Don't Tell (DADT) policy. The DADT survey, which was used to inform DoD policy, was sent to 400,000 active duty and Reserve members. It had a 28% response rate and was generalized up to the full population of military members, both active duty and Reserve. The survey methodology used for this survey, which used the DMDC sampling design, won the 2011 Policy Impact Award from The American Association for Public Opinion Research (AAPOR), which "recognizes outstanding research that has had a clear impact on improving policy decisions practice or discourse, either in the public or private sectors."

**7. What about surveys that study the total U.S. population? How do they compare?**

Surveys of sensitive topics and rare events rely on similar methodology and response rates to project estimates to the total U.S. adult population. For example, the *2010 National Intimate Partner and Sexual Violence Survey*, conducted by the Centers for Disease Control and Prevention, calculated population estimates on a variety of sensitive measures based on about 18,000 interviews, reflecting a weighted response rate of between 28% to 34%.

**8. Some of the estimates provided in the report show "NR" or "Not Reportable." What does this mean?**

The estimates become "Not Reportable" when they do not meet the criteria for statistically valid reporting. This can happen for a number of reasons including high variability or too few respondents. This process ensures that the estimates we provide in our analyses and reports are accurate within the margin of error.

**9. How do you measure sexual assault on the 2015 WGRR?**

In 2014, Senate leadership and an independent, Congressionally-mandated panel of DoD and civilian experts requested that the Department update its survey metrics to

be more specific with regard to the types of crimes experienced by military members. This new measure of sexual assault aligns with the language used in the elements of proof required for sexual assault under Article 120, UCMJ, and meets the requirements of Congress and the expert panel. In 2014, the Department contracted with the RAND Corporation to conduct a large-scale survey of active duty and Reserve component members on issues of sexual assault. RAND developed this new measure of sexual assault that incorporates UCMJ-prohibited behaviors and consent factors to derive estimated prevalence rates of crimes committed against Service members.<sup>68</sup> While the terms and acts in this sexual assault measure are anatomical and more graphic, RAND has reported the measures provide a reliable estimate of sexual assault.

On the survey, Reserve component members were asked to think about events that happened in the past 12 months and were asked specifically about the following types of unwanted experiences in which someone:

- Put his penis into their vagina, anus, or mouth
  - Put any object or any body part other than a penis into their vagina, anus, or mouth
  - Made them put any part of their body or any object into someone's mouth, vagina, or anus when they did not want to
  - Intentionally touched private areas of their body (either directly or through clothing)
  - Made them touch private areas of their body or someone else's body (either directly or through clothing)
  - Attempted to put a penis, an object, or any body part into their vagina, anus, or mouth, but no penetration actually occurred
10. **How does this new measure of sexual assault compare to previous measures of unwanted sexual contact that were used on the 2012 Workplace and Gender Relations Survey of Reserve Component Members or the 2008 Workplace and Gender Relations Survey of Reserve Component Members?**

To evaluate the differences between the previous unwanted sexual contact metric and the new sexual assault metric, researchers at RAND fielded two versions of the survey: one using the Unwanted Sexual Contact (USC) question (the 2014

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<sup>68</sup> In developing its new sexual assault measure, RAND conducted a pretest of the new measures. The pretest included 24 individuals recruited via convenience sampling, including military Service members. These individuals were diverse with respect to gender, Service/component, and rank. RAND used cognitive interviewing techniques (Sirken et al., 1999) to gauge readability, reliability, and distress of the items. The survey was modified based on results from the pretest. Further information on the pretest can be found in RAND's report (Morral, Gore, & Schell, 2014).

*Workplace and Gender Relations Survey*) and one using a newly constructed crime victimization measure aligned with the specific legal definitions of sexual assault and abusive sexual contact as delineated in the UCMJ (the *2014 RAND Military Workplace Survey*). Using both measures, and weighting up to the full population for both, they found the estimated rate using the USC question and the estimated rate using a sexual assault crime index were not statistically significantly different. The new sexual assault measure was approved by the Secretary of Defense and the Service Chiefs as the crime victimization measure of sexual assault for DoD and was incorporated on the *2015 WGRR*.<sup>69</sup>

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<sup>69</sup> As a new sexual assault measure was used in 2014 and 2015, direct comparisons between survey years prior to 2014 are not possible. Although direct comparisons are not possible, the top-line estimates between the new measure and the old USC measure are statistically similar as found by the RAND Corporation in their 2014 bridge study.

## **Appendix F. Letters and Emails**



## Letters and Emails

PERSONNEL AND  
READINESSOFFICE OF THE UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

SAMPLE A SAMPLE  
 C/O SAMPLE B SAMPLE  
 123 MAIN STREET  
 456 LOWER APARTMENT  
 GROUND FLOOR  
 ANYTOWN MN 12345-1234  
 [REDACTED]

August 14, 2015

Dear Sample A. Sample:

One of my primary objectives as a military leader is to ensure that you are provided the best military work environment possible. One of the ways to understand what is happening in your military workplace is through surveys. You are invited to participate in the *2015 Workplace and Gender Relations Survey of Reserve Component Members*, which is a Congressionally-mandated survey of Reserve and National Guard members across the Department of Defense (DoD). This survey assesses any experiences you may have had recently with sexual harassment and sexual assault.

DoD remains committed to combatting these unwanted behaviors. This survey is critical to DoD's ability to understand the presence or absence of these problems in the military workplace. The survey is voluntary, but I encourage your response since we need to get as many surveys back as possible to ensure valid results. The survey is confidential to the extent allowed by law. Results from this survey will be used by DoD to develop policies that will support you and your fellow military members. Without your participation, DoD and Congress may draw the wrong conclusions about what is going on in the military, which could potentially lead to misinformed policies that affect all of us.

Although your participation in the survey is voluntary, I hope you will recognize its importance and find a few minutes to answer these questions about your experiences. This is an opportunity for you to help us continue to focus our efforts on preventing sexual assault and sexual harassment in our ranks. This survey is considered *Official Business* and can be completed using your government computer or your own computer if you choose. I realize you receive requests to take many surveys, but this critical survey is the only one of its kind given to Reserve and National Guard members this year.

The survey is currently open at the Defense Manpower Data Center (DMDC) website: <http://www.dodsurveys.mil>. At the website, you will be asked to enter your **Ticket Number**. Your ticket number is **ABCDEF**.

For further information about this survey, please call the Survey Processing Center toll-free at 1-800-881-5307, send an e-mail to [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil) or send a fax to 1-763-268-3002.

Thank you for helping us continue to make the U.S. military the best profession in the world. **"Know Your Part; Do Your Part!"**

Sincerely,

Camille M. Nichols  
 Major General, U.S. Army  
 Director, Sexual Assault Prevention and Response Office

◆ 64110000013

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

2016



## OFFICE OF THE UNDER SECRETARY OF DEFENSE 4000 DEFENSE PENTAGON WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

SAMPLE A SAMPLE  
C/O SAMPLE B SAMPLE  
123 MAIN STREET  
456 LOWER APARTMENT  
GROUND FLOOR  
 ANYTOWN MN 12345-1234  


September 14, 2015

Dear Sample A. Sample:

You were recently sent a letter inviting you to participate in the *2015 Workplace and Gender Relations Survey of Reserve Component Members (2015 WGRR)*. This Congressionally-mandated survey assesses any experiences you may have had recently with sexual harassment and sexual assault. If you have completed the survey, thank you for your time. If you have not already done so, please take the time to complete it today. Your participation in this survey gives the Department of Defense (DoD) information to better support you and your fellow military members. Results from prior surveys have been used to inform program and policy offices.

While participation is voluntary, your opinions are very important. The survey is confidential. DoD is promising full confidentiality to those who were selected to participate in this important survey. This is an opportunity for you to help us continue to focus our efforts on preventing sexual assault and sexual harassment in our ranks. To access the survey, go to <http://www.dodsurveys.mil> and enter your **Ticket Number: ABCDEF**

These surveys are *Official Business*; you may complete the survey at your duty station, using government equipment. At the above website, you can find more information about the *2015 WGRR*, including the project FAQ and Privacy Advisory Statement.

If you cannot access the website or if you have questions pertaining to the survey, contact our Survey Processing Center at 1-800-881-5307 or e-mail [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil) If you do not wish to participate or receive reminders about this survey, contact the Survey Processing Center. Be sure to include your Ticket Number in all communications. If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 9, 2015. After this date, we will consider whatever items you have completed to be your intended responses.

Thank you for helping us continue to make the U.S. military the best profession in the world. **"Know Your Part; Do Your Part!"**

Sincerely,

Camille M. Nichols  
Major General, U.S. Army  
Director, Sexual Assault Prevention and Response Office

♦ 64110000013

# 2015 Workplace and Gender Relations Survey of Reserve Component Members



PERSONNEL AND  
READINESS

**OFFICE OF THE UNDER SECRETARY OF DEFENSE**  
**4000 DEFENSE PENTAGON**  
**WASHINGTON, D.C. 20301-4000**

SAMPLE A SAMPLE  
C/O SAMPLE B SAMPLE  
123 MAIN STREET  
456 LOWER APARTMENT  
GROUND FLOOR  
 ANYTOWN MN 12345-1234  


September 17, 2015

Dear Sample A. Sample:

One of my primary objectives as a military leader is to ensure that you are provided the best military work environment possible. One of the ways to understand what is happening in your military workplace is through surveys. Recently, you were invited to participate in the *2015 Workplace and Gender Relations Survey of Reserve Component Members*, which is a Congressionally-mandated survey of Reserve and National Guard members across the Department of Defense (DoD). This survey assesses any experiences you may have had recently with sexual harassment and sexual assault. This voluntary survey is important, so if you have not already done so, I urge you to make time to complete it.

DoD remains committed to combatting these unwanted behaviors. This survey is critical to DoD's ability to understand the presence or absence of these problems in the military workplace. The survey is voluntary, but I encourage your response since we need to get as many surveys back as possible to ensure valid results. The survey is confidential. DoD is promising full confidentiality to those who were selected to participate in this important survey. Results from this survey will be used by DoD to develop policies that will support you and your fellow military members.

Although your participation in the survey is voluntary, I hope you will recognize its importance and find a few minutes to answer these questions about your experiences. This is an opportunity for you to help us continue to focus our efforts on preventing sexual assault and sexual harassment in our ranks. This survey is considered *Official Business* and can be completed at work if you choose. I realize you receive requests to take many surveys, but this critical survey is the only one of its kind given to Reserve and National Guard members this year.

You can either complete the paper survey that is included in this package or access the survey website. The survey is available at the Defense Manpower Data Center (DMDC) website: <http://www.dodsurveys.mil>. At the website, you will be asked to enter your **Ticket Number**. Your ticket number is **ABCDEF**.

After you enter your ticket number, you will be routed to a secure web site to capture your survey responses. For further information about this survey, please call the Survey Processing Center toll-free at 1-800-881-5307, send an e-mail to [WGR-Survey@mail.mil](mailto:WGR-Survey@mail.mil) or send a fax to 1-763-268-3002.

Thank you for helping us continue to make the U.S. military the best profession in the world. **"Know Your Part; Do Your Part!"**

Sincerely,

Camille M. Nichols  
Major General, U.S. Army  
Director, Sexual Assault Prevention and Response Office

◆ 64110000013

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

2016

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Monday, August 10, 2015 4:32 PM  
To: Sample, Pat  
Subject: 2015 Workplace and Gender Relations Survey (ANNOUNCE)

Dear Captain Sample:

Your Ticket Number: ANNOUNCE

Recently there has been a lot of attention on topics related to sexual harassment and sexual assault in the military, and while others may claim to know what is going on in the military, members of Congress, Secretary of Defense Carter, and your military leaders want to hear directly from you. The Department of Defense (DoD) remains committed to combating these gender-related behaviors and evaluating their prevalence is key to reducing instances of sexual harassment and sexual assault. The "2015 Workplace and Gender Relations Survey of Reserve Component Members" is the only Congressionally-mandated DoD-wide survey on these topics that the Department conducts for the Reserve component and the findings are used for developing policies that will support you and your fellow military members.

The survey is now available at this website: <http://www.dodsurveys.mil>

Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser (be sure to enter the web address into the address box, not into a search engine, such as Google).

Most people take 30 minutes to complete the survey. Please try to take the survey today. Once you have accessed the website, you will need to enter the following Ticket Number to log on: ANNOUNCE

This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable. After you enter your ticket number, you will be routed to a secure website to capture your survey responses. Your participation is voluntary. The survey is confidential to the extent permitted by law.

It is not necessary to complete the survey in one sitting. You can start and stop as necessary. If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 9, 2015. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

Thank you for participating in the "2015 Workplace and Gender Relations Survey of Reserve Component Members."

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Thursday, August 14, 2015 4:33 PM  
To: Sample, Pat  
Subject: 2015 Workplace and Gender Relations Survey (REMIND1)

Dear Captain Sample:

Your Ticket Number: REMIND1

If you have completed the "2015 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If not, please try to do so today. Your participation is voluntary. The survey is confidential to the extent permitted by law.

The website for the survey is: <http://www.dodsurveys.mil> Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser (be sure to put the web address into the address box, not into a search engine, such as Google). Once at the website, you will need to enter the following Ticket Number: REMIND1

This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 9, 2015. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

2016

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Monday, August 24, 2015 3:33 PM  
To: Sample, Pat  
Subject: 2015 Workplace and Gender Relations Survey (REMIND2)

Dear Captain Sample:

Your Ticket Number: REMIND2

If you have already taken the time to complete the "2015 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to do so, please try to take the time today. Your participation is voluntary. The survey is confidential to the extent permitted by law. Major General Camille Nichols, Director of SAPRO, recently mailed you a letter urging you to participate in this important survey effort.

The website for the survey is: <http://www.dodsurveys.mil> Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND2

Your participation is important. You were scientifically selected to participate in this survey. This is your opportunity to inform policy officials of your opinions on policies and programs that affect Military Service members. Be assured that all data will be reported in the aggregate and no individual data will be reported.

This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to WGR-Survey@mail.mil or leave a message anytime, toll-free, at 1-800-881-5307. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 9, 2015. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Friday, August 28, 2015 8:13 AM  
To: Sample, Pat  
Subject: 2015 Workplace and Gender Relations Survey (REMIND3)

Dear Captain Sample:

Your Ticket Number: REMIND3

We have received many, many surveys and want to thank all of you who have taken the time so far to answer the survey. Your input is greatly appreciated—thank you. If you have not had a chance to participate or complete your survey and you would like to inform senior policy officials of your opinion on various aspects of military service, please take the time to complete the survey. Your participation is voluntary. The survey is confidential. DoD is promising full confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <http://www.dodsurveys.mil> Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND3

This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to WGR-Survey@mail.mil or leave a message anytime, toll-free, at 1-800-881-5307. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 9, 2015. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

2016

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Thursday, September 3, 2015 5:42 PM  
To: Sample, Pat  
Subject: 2015 Workplace and Gender Relations Survey (REMIND4)

Dear Captain Sample:

Your Ticket Number: REMIND4

If you have completed the "2015 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time today to do so by going online to the website below. Your participation is voluntary. The survey is confidential. DoD is promising full confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <http://www.dodsurveys.mil> Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND4

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can and submit the survey to us. Be assured that all data will be reported in the aggregate and no individual data will be reported.

This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to WGR-Survey@mail.mil or leave a message anytime, toll-free, at 1-800-881-5307. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 9, 2015. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

Again, thank you for completing the survey.

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Friday, September 11, 2015 10:18 AM  
To: Sample, Pat  
Subject: 2015 Workplace and Gender Relations Survey (REMINDS)

Dear Captain Sample:

Your Ticket Number: REMINDS

For those who have completed the "2015 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the website shuts down on October 9, 2015. Your participation is voluntary. The survey is confidential. DoD is promising full confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <http://www.dodsurveys.mil> Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMINDS

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey to us.

Be assured that all data will be reported in the aggregate and no individual data will be reported.

This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 9, 2015. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

Again, thank you for completing the survey.

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

2016

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Friday, September 18, 2015 4:29 PM  
To: Sample, Pat  
Subject: Important DoD Survey (REMIND6)

Dear Captain Sample:

Your Ticket Number: REMIND6

For those who have completed the "2015 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the website shuts down on October 9, 2015. Your participation is voluntary. The survey is confidential. DoD is promising full confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <http://www.dodsurveys.mil>. Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND6

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey to us.

Be assured that all data will be reported in the aggregate and no individual data will be reported.

This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to WGR-Survey@mail.mil or leave a message anytime, toll-free, at 1-800-881-5307. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 9, 2015. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

Again, thank you for completing the survey.

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

From: Workplace and Gender Relations Survey <wgrsurvey@dmdc.osd.mil>  
Sent: Wednesday, September 23, 2015 3:03 PM  
To: Sample, Pat  
Subject: 2015 Workplace and Gender Relations Survey (REMIND7)

Dear Captain Sample:

Your Ticket Number: REMIND7

For those who have completed the "2015 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey before the website shuts down on October 9, 2015. Your participation is voluntary. The survey is confidential. DoD is promising full confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <http://www.dodsurveys.mil> Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND7

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey to us.

Be assured that all data will be reported in the aggregate and no individual data will be reported.

This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

If you have any questions or concerns, you may reply to this message, send an e-mail to WGR-Survey@mail.mil or leave a message anytime, toll-free, at 1-800-881-5307. If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 9, 2015. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

Again, thank you for completing the survey.

# 2015 Workplace and Gender Relations Survey of Reserve Component Members

2016

From: Workplace and Gender Relations Survey <wgrsurvey@dmddc.osd.mil>  
Sent: Wednesday, September 30, 2015 1:57 PM  
To: Sample, Pat  
Subject: Important DoD Survey Extended (REMIND8)

Dear Captain Sample:

Your Ticket Number: REMIND8

For those who have completed the "2015 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey today. We have kept the survey open longer to allow you more time to get your voice heard on these important issues that impact your workplace. The website will close on October 19, 2015. Your participation is voluntary. DoD is promising full confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <http://www.dodsurveys.mil> Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND8

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can, and submit the survey to us.

The Department of Defense (DoD) remains committed to combating gender-related behaviors and evaluating their prevalence is key to reducing instances of sexual harassment and sexual assault. This is a difficult topic, but the Department wants to know about your experiences and thoughts on gender relations in the military: positive or negative. This confidential survey is the primary way of gathering quantifiable and quick data, from as many people as possible, to shed light on what is happening in the Reserve components. However, surveys often feel impersonal and to most accurately measure some of these experiences based on industry standards for measuring criminal acts, we have to use language and terminology that is not easy to read and even more difficult to answer. We struggle with how to balance the need to get your important feedback quickly to leadership with our utmost respect for your privacy and comfort level.

If you are a survivor, please know we understand your experiences cannot be summed up in a survey. We know that, for many of you, you just want to put this behind you and move on. We hope, despite this, you will consider sharing your experiences and letting the Department know how they are doing. Regardless of your decision whether or not to take the survey, please consider getting help and support if you have not done so already, whether it is support from within the military community or outside of the military community.

If you have any questions about the survey, you may reply to this message, send an e-mail to WGR-Survey@mail.mil or leave a message anytime, toll-free, at 1-800-881-5307 and they will forward your questions/concerns to the Principal Investigator of the project. Thank you for considering sharing your thoughts and experiences. Your opinions matter and we want to hear them.

If, however, you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to October 19, 2015. You will be required to provide your Ticket Number.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.

Again, thank you for completing the survey.

## 2015 Workplace and Gender Relations Survey of Reserve Component Members

From: Workplace and Gender Relations Survey <wgrsurvey@dmddc.osd.mil>  
Sent: Thursday, October 13, 2015 3:27 PM  
To: Sample, Pat  
Subject: Last reminder: 2015 Workplace and Gender Relations Survey (REMIND9)

Dear Captain Sample:

Your Ticket Number: REMIND9

If you have already taken the time to take the "2015 Workplace and Gender Relations Survey of Reserve Component Members," thank you. If you have not had a chance to complete the survey, please try to take the time to take the survey today. We have kept the survey open longer to allow you more time to get your voice heard on these important issues that impact your workplace. The website will close on October 19, 2015. Your participation is voluntary. DoD is promising full confidentiality to those who were selected to participate in this important survey.

The website for the survey is: <http://www.dodsurveys.mil> Simply click on this address to go directly to the website. If this does not work, "copy and paste" this address into the web address box of your Internet browser. Once at the website, you will need to enter the following Ticket Number: REMIND9

If you have partially completed the survey, but have not clicked the "Submit Button," please go back, log onto the website, complete as many items as you can and submit the survey to us. After Monday, October 19, 2015, we will consider whatever items you have completed to be your intended response.

The Department of Defense (DoD) remains committed to combating gender-related behaviors and evaluating their prevalence is key to reducing instances of sexual harassment and sexual assault. This is a difficult topic, but the Department wants to know about your experiences and thoughts on gender relations in the military: positive or negative. This confidential survey is the primary way of gathering quantifiable and quick data, from as many people as possible, to shed light on what is happening in the Reserve components. However, surveys often feel impersonal and to most accurately measure some of these experiences based on industry standards for measuring criminal acts, we have to use language and terminology that is not easy to read and even more difficult to answer. We struggle with how to balance the need to get your important feedback quickly to leadership with our utmost respect for your privacy and comfort level.

If you are a survivor, please know we understand your experiences cannot be summed up in a survey. We know that, for many of you, you just want to put this behind you and move on. We hope, despite this, you will consider sharing your experiences and letting the Department know how they are doing. Regardless of your decision whether or not to take the survey, please consider getting help and support if you have not done so already, whether it is support from within the military community or outside of the military community.

This survey is "Official Business," and can be completed at your work station using government equipment. If you received this message at your official military e-mail, you can forward the message to a personal e-mail for easier access to the information. You can also complete the survey at home or anywhere else you feel comfortable.

For your convenience, DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call 372-1034 from any DoD or other government telephone with DSN for a list of current data collections by licensed DMDC surveys. If you do not have access to a DSN telephone line, you can call 1-571-372-1034. This prerecorded list does not include surveys being conducted by other DoD offices.



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1. REPORT DATE (DD-MM-YYYY)	2. REPORT TYPE		3. DATES COVERED (From - To)		
30/03/2016	Final Report		July-October 2015		
4. TITLE AND SUBTITLE			5a. CONTRACT NUMBER		
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			5c. PROGRAM ELEMENT NUMBER		
			5d. PROJECT NUMBER		
			5e. TASK NUMBER		
			5f. WORK UNIT NUMBER		
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Sexual Assault Prevention and Response Office (SAPRO) 4800 Mark Center Drive, Suite 07G21, Alexandria, VA 22311				11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT					
Approved for Public Release; Distribution Unlimited.					
13. SUPPLEMENTARY NOTES					
14. ABSTRACT					
This report provides the results for the 2015 Workplace and Gender Relations Survey of Reserve Component Members (2015WGRR). The overall purpose of the 2015WGRR is to document the extent to which Reserve component members reported experiencing sexual assault in the 12 months prior to filling out the survey, the details surrounding those events, bystander intervention, and the members' perceptions of the effectiveness of sexual assault policies, training, and programs					
15. SUBJECT TERMS					
Sexual Assault, sexual harassment, MEO violation, gender-related experiences, gender relations, retaliation, reporting, demographics, Reserve components, personnel policies, and bystander intervention					
16. SECURITY CLASSIFICATION OF:		17. LIMITATION OF ABSTRACT		18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON
a. REPORT	b. ABSTRACT	c. THIS PAGE	IU	374	Dr. Elizabeth P. Van Winkle
UU	UU	UU	IU		19b. TELEPHONE NUMBER (Include area code) 571-372-0984

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Standard Form 298 (Rev. 8/98)  
Prescribed by ANSI Std. Z39-18

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